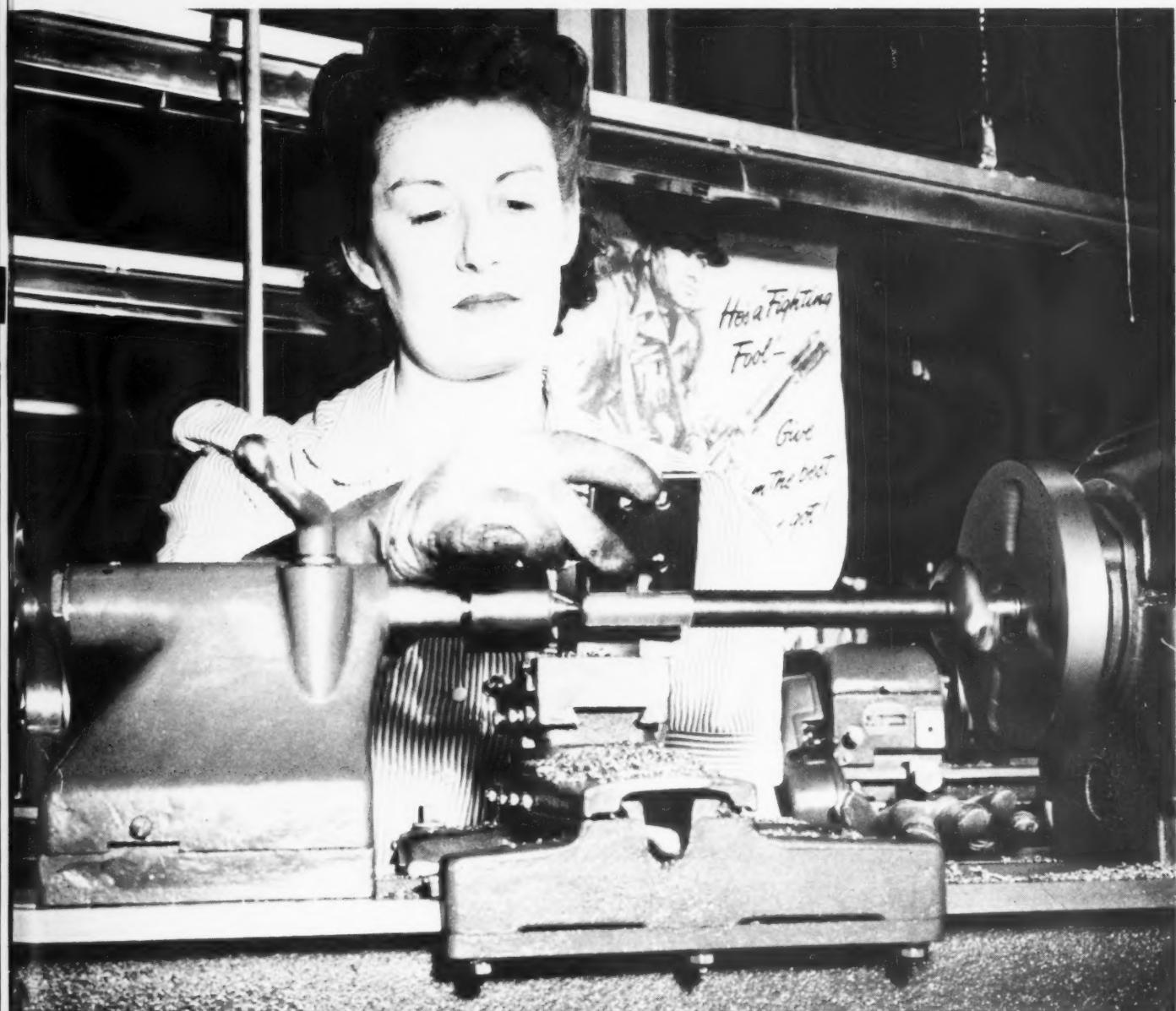


# CONNECTICUT INDUSTRY



IN WAR AS IN PEACE WOMAN'S WORK IS NEVER DONE, BUT IN THIS WAR, WOMAN'S PLACE IS RAPIDLY SHIFTING FROM HOME TO FACTORY. See Pages 5, 6, and 8. (Photo by Walter Jessel)

MAY 1942



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**CONNECTICUT INDUSTRY**  
**MANUFACTURERS' ASSOCIATION OF CONNECTICUT, INC.**

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# A SHIELD IN THE SKY



Every plane roaring into action is another shield in the sky; every dollar to build more planes strikes another blow for Victory. Through sound and adequate financing, this bank provides many of the dollars needed to speed Victory production in the area we serve. This we shall continue to do whenever such financing can help Connecticut war-industries to even faster production.

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# WANTED: HOARDERS

For several months now we have heard so much about the "hoarder" being an unpatriotic person that we, who desire to serve our country to the best of our abilities, almost shrink at mention of the word "hoarding". Storing of large quantities of steel, brass, rubber or a hundred-and-one other critical war materials and the purchase and storage of large quantities of canned foods and sugar were the acts largely referred to as deterrents to our best war effort. But now we are being urged to store, and even hoard, large quantities of coal as a patriotic move as well as in our own self-interest.

The urge to hoard coal, especially in the New England states, comes from many agencies—the Office of Defense Transportation, the Solid Fuels Advisory War Council, the Solid Fuel Coordinator, Bituminous Coal Consumers Counsel and the Office of Price Administration. All these agencies are very much concerned over the ability of our war production plants to function at full speed late next fall and winter if next season's supply of coal is not ordered and delivered this spring and summer while rail transportation facilities are still able to deliver it. They are likewise urging home consumers to lay in their supplies if they would not run the grave risk of heatless days next winter.

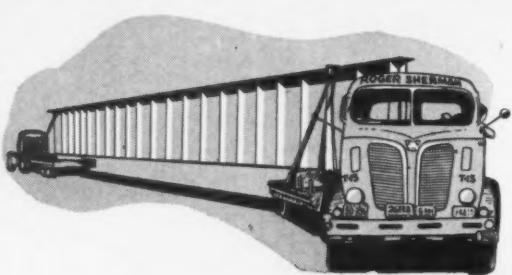
The seriousness of their recommendation is easily recognized when one notes that the increased demand for coal by war industries has taxed coast-wise barge and collier shipping to the limit, and that even this heavily burdened service is constantly threatened by submarine activity. A still growing demand by war production industries which are switching from oil to coal has further increased the difficulties of transport. It must now be moved in ever-increasing quantities from the Southern as well as the Pennsylvania coal fields by rail to all New England points, thus placing a heavy additional burden on the railroads already carrying near capacity loads of fuel oil and other war goods.

Much of the speed-up in handling coal may be accomplished, in the opinion of Joseph B. Eastman, Director of the Office of Defense Transportation, by directing railroads to transport it in solid trains from points of origin to destination, thus eliminating all terminal delays. With full belief that a coal shortage may be avoided, both Mr. Eastman and Howard A. Gray, Acting Director of the Office of Solid Fuels Coordination, are urging both coal dealers and manufacturers to order delivery of next winter's supplies at once.

Connecticut industry has been doing an excellent job in war production. Let us not break that precedent or in any way hinder even greater accomplishment, in the months to come, for want of a fuel supply. Let us be "hoarders" of coal this summer.



*President.*



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## A STATEMENT

By LEONARD J. MALONEY, Director, U. S. Employment Service for Connecticut



The answer to the question of whether or not women will be needed to staff Connecticut war industries is a matter of simple arithmetic. Away back in April, 1940, we of the U. S. Employment Service for Connecticut, from our vantage point in Hartford, could look down upon the State's whole labor procurement problem. We could see things not yet discernible to the industrial employment man because he was so close to his own problems he could not see the broader picture. We had a fair idea of the State's potential needs then and by simply deducting what we had and what we could get from what we would need we got the answer.

The answer was that Connecticut did not have and would not get anywhere near the number of male workers estimated as needed. We realized that unless Connecticut employers dipped more deeply into its pool of women workers and used women in a far greater variety of jobs our housing and related problems would become chaotic.

Today we know we will need from 85,000 to 100,000 more workers. We know also that many men now working will be taken for the armed forces. We know that we do not have anywhere near that number in our reserve. We know that the only really fully untapped source of local supply is our women—particularly our married women. In cooperation with the State Defense Council we are mobilizing our women. It behooves the employers to get ready to train them—to use them in every possible job they are physically able to do. The alternative is a slowdown in production of vitally needed war supplies.

# NEED OF THE HOUR: WOMEN WORKERS

CREATION of a War Manpower Commission last month was proof that Washington will not leave unplanned the mobilizing of 8,000,000 into war industries. Whence will they come? From civilian jobs, from farms, from the shriveling pool of unemployed, from sources heretofore never tapped by manufacturers. And by necessity they will be predominantly women. Below are reviewed some of the outstanding factors which Connecticut management faces in the training and employment of female workers.

THE employment prophets have raised their fingers to learn which way the wind is blowing, and they report that a strong gale is approaching from all directions.

Interpreted in numbers, this prophecy sees Connecticut wartime industries as requiring 130,000 new workers in the next 10 months to replace draftees and to fill jobs created by expanding operations. These workers will be all kinds and ages; but half of them must be women, and almost none can be between the fighting ages of 20 and 45.

Such is the picture painted by the Engineering Science Management Defense Training Committee of the State Manufacturers Association, which completed last month a survey of the employment needs of 257 Connecticut concerns. Because many of the larger munitions industries, as well as several hundred recently-converted companies, were not able to be included, the study does not show the exact total of workers wanted. Nevertheless, a breakdown of the figures turned in reveals the types required and affords a sound basis for estimating the overall needs of the entire state.

The companies reporting called for 25,811 men in 506 different types of jobs and for 21,061 women in 252 different types. Obviously, such an enormous variety of jobs includes many duplications which can be condensed by the U. S. Employment Service into a comparatively few classifications. Of the men they wanted 8,634 over the age of 45; 3,376 in the pre-draft ages of 16-19; 7,626 either below or above the draft age; and 1,175 physically-handicapped (in 89 job classifications). The major kinds of work specified for able-bodied men were: assemblers, blanking press operators, bench hands, buffers and polishers, card room hands, clerks, drill press operators, grinders, lathe operators, general laborers, loom cleaners, light

operators, machinists, mechanics, profilers, packers, platers, receiving clerks, runners, screw machine operators, spinning room hands, sewing machine operators, toolmakers, truckers, weavers.

The major kinds of work specified for physically-handicapped men were: assemblers, bench hands, clerks, press operators, inspectors, sweepers, watchmen. A checklist of the types of jobs which Connecticut manufacturers think women can do appears elsewhere in this article.

## Women as a Labor Source

According to the Conference Board, Connecticut now has 230,000 women in its labor force. 150,000 more are in school or otherwise unable to work. There remain 350,000, or half the total of women over 14 in the state, who are housekeepers. War manufacturers will draw help both from the women now employed, many of whom are in non-essential businesses, and from the wives and mothers who keep their own houses, many of whom have never worked in factories before.

The number of women now on factory payrolls in the state represents an increase of about 50% over last year, yet it is estimated that the country in World War I had proportionately four times as many women working in industry as there are at present.

In 1941 the Legislature amended the labor laws to give the Governor power to permit the employment of women and minors 55 hours a week for more than eight weeks "in the interest of national defense". But some manufacturers and the Governor felt that in view of the tremendous requirements of the defense program this provision did not go far enough. The Governor has already allowed a number of essential plants to work women after 10 o'clock at night on the basis of a 40 or 48 hour week.

If a defense concern wishes to employ women on a second shift up to 11



Photo by Walter Jessel

p. m. or on a third shift from 11 p. m. to 7 a. m., it must make application to the State Labor Department. Each case is thoroughly investigated, and the basic criterion for a decision is whether or not night work is necessary for the company's fullest participation in the war program. It makes no difference if a plant has contracts or sub-contracts. Regardless of the Labor Department's stand, the case is forwarded to the Governor for approval.

Until now very few Connecticut wartime plants have taken advantage of this opportunity to use women on night shifts. To date less than 60 plants are said to be employing women on a third shift, and less than 125 on the second shift.

The reasons for this situation are many and complex. Some are technical: women cannot readily be adapted to certain jobs requiring skill, strength or both.\* Others have their origin in policy and in conditions inherent in the manufacturing processes. Nevertheless, the trend is positively toward the use of more women than ever before, particularly for night work. Three plants in Greater Hartford, for instance, have indicated they will need 17,000 females in the next few months.

## How About Training?

Manufacturers who have recognized the necessity of using women in their war production efforts are placing

\* Although industrialists have estimated that women are capable of doing all but 25% of manufacturing jobs.

them on unskilled or semi-skilled jobs or on complicated jobs broken down into relatively simple units. For many operations a limited amount of training is essential or at least desirable, whether it is done by employers or through government-sponsored agencies like the state trade schools. Few manufacturers have undertaken, thus far, to establish intraplant training, and the government agencies themselves have had little encouragement until recently to offer courses for women. A year ago last January 300,000 men had been trained in the various defense training programs throughout the United States, but only 595 women.

In Connecticut the two principal kinds of industrial training for women are the machine classes being given by the State Department of Education, which works closely with the U. S. Employment Service, and the ESMDT program, which is handled by Yale and Connecticut universities. Having first been approached by manufacturers, the Department of Education began training women in November, 1940. This program has been under the direction of the Bureau of Vocational Education, of which A. S. Boynton is director, and the actual training, modeled after the 200-hour general shop course previously given to men, is done at the several trade schools around the state.

Through use of the testing facilities of the Employment Service only carefully-selected women have been admitted to the schools. The typical enrollee learns something about lathes, drill and foot presses, surface grinding, milling, bench work, blueprints, micrometers and gauges. Some are taught the operation of hand screw machines, turret lathes or automatic screw machines. Others take special courses in subjects like tracing, parachute making and automobile mechanics. As Department of Education officials point out, women can be taught the operation of all except the heavier types of machines. To quote a recent report by the Department: "It is almost inconceivable to visualize a job of any skill or of any importance which an intelligent woman cannot fill as competently as any man, provided she has been trained to do so." Certainly women excel in work requiring care, constant alertness, dexterity and speed.

In one sense the trade school courses have proved successful. Best testimony for this statement is the fact that graduates have found little difficulty in securing immediate employment in war producing concerns. On the other hand

considerable trouble has been experienced in finding a sufficient and steady number of women to enroll in the courses. Although manufacturers are sold on the value of pre-employment training, the women themselves are by no means.

#### Hillyer College's Experience

For instance, take Hillyer Junior College, which cooperates with Connecticut University in Hartford: a great increase in the employment of women in war industries was anticipated by its engineering Defense Training Program early in 1941. The director interviewed representatives of industry in the area employing women and found there were significant increases in the number of women being hired as inspectors.

About a dozen women already employed as parts inspectors were enrolled in a class in general inspection given in Hartford. The experience with these students was not entirely satisfactory. About 50% of them dropped out after the first few sessions, giving as reasons that the instruction was on too high a level or that the work was beyond their comprehension. Those who did complete the course were undoubtedly a superior group mentally.

In a nearby community another class was organized several months later; the content of the course and the presentation were made much simpler and on a lower level. About 20 women registered and the results were somewhat better, but again not up to expectations. As in the other class the drop-outs complained that the work was too difficult.

When plans were being laid for the present term's program, every effort was made to arouse interest among women. Announcements stating that special day classes would be formed in preparation for employment in production, inspection, and drafting were sent to industry and to agencies which might be interested. State Employment Offices were advised of the opportunities for this pre-service training. The cooperation of the Women's Committee of the State Defense Council was obtained.

In general, the response was less than expected. Many women appeared for interviews. Some did not have the necessary educational qualifications for acceptance; some expressed an interest in training only if jobs were guaranteed on completion of the course. Many clerical workers lost interest when they

#### WOMEN ARE WANTED FOR THESE JOBS:

Assembling	Matching
Battery Work	Milling
Blanking Press	Packing
Card Room	Piercing
Combing	Plating
Calibrating	Polishing
Doubling	Office Work
Drilling	Reaming
Drawing	Riveting
Doffing	Sewing Machine
Foundry Work	Spinning
Grinding	Spooler and Warper Tending
Fly Frame	
Inspecting	Tapping
Jack Tending	Timekeeping
Lapping	Twisting
Machine Operating and Tending	Weaving
Marking	Welding
	Winding

found that they could not double their salaries; others showed no further interest when told what entering wages might be. Some were enrolled in classes but dropped out after a few sessions, stating they had no interest in that type of work. At the present time there are about 30 women in attendance, of whom about half are pre-service students. All seem interested and are profiting by their study.

According to the director of the program, the appeal for preservice training was almost entirely ignored by the highly-educated group of women. Little patriotic urge was observed on the part of those people who did report for interviews.

Many calls are made in person or by telephone at the Engineering Defense Training Center on Niles Street by women asking for machine shop training. Since this work is not within the scope of this particular program, these people are referred to the trade schools.

Recognizing that industry must have many well-trained women shortly, the director of Hillyer's EDT program suggests that: (1) More effort be made to recruit women for industry using patriotism as a motive. (2) That

(Continued on page 28)



# TRAINING CONNECTICUT WOMEN FOR WAR INDUSTRIES

By A. S. BOYNTON, *Director, Bureau of Vocational Education, State Department of Education*

**O**N February 1, 1941, approximately 300,000 men had been trained in the many defense training schools in operation throughout the country but only 595 women. This proportion is changing rapidly today and it is probable that before the end of 1942 there will be as many women in training as there are men.

Less than one year ago, there were 12,000 unemployed women in Connecticut, nearly all of whom have been absorbed by the defense industries directly or else they have been employed to replace men who have left the non-defense industries for defense jobs or to enter our armed forces.

Although courses to train women to fabricate parachute cloth and gun belts have been in operation in Manchester and Middletown respectively since the Fall of 1940, it was not until January 1, 1941 that a course to train women to become machine operators was established in Connecticut at the State Trade School at Bridgeport, Connecticut.

Twenty women who had been tested by the U. S. Employment Service enrolled in a 200 hour course and were taught to operate lathes, shapers, millers, surface grinders, drill presses, etc. These women were immediately employed in the defense industries as have many who have followed them.

Additional courses were established in New Haven and Hartford with similar results. At present, 22 Connecticut defense training centers, operating under the supervision of the State Department of Education, are training women for jobs in the defense industries.

Perhaps the outstanding example of the success of this type of training is the training program for women at the State Trade School at Hartford, Connecticut. Sixty-five women are in training on three shifts, the first of which is in operation from 8 A. M. to 3:30 P. M., the second from 1 P. M. to 8:30 P. M. and the third from 11 P. M. to 7:30 A. M.

Women working on the first two shifts are learning to operate light manufacturing equipment such as bench lathes, hand millers, foot presses, spot welders, drill presses, etc. They are also taught to read micrometers, scales and blueprints.

A similar course is in operation at the New Britain State Trade School and at the new defense training center recently established at New Haven, and others will be opened in the near future in the following state trade schools: Torrington, Meriden, Manchester, Stamford and at the new defense center located in Waterbury.

Women working on the third shift are taught to operate lathes, shapers,

millers, cylindrical grinders, surface grinders, etc. One group of fifteen is in training at the present time learning to operate surface grinders and when they have completed their training they will be employed in one of the local defense factories operating this type of equipment, working on all three shifts.

Twenty girls are employed on the 7 A. M. to 3 P. M. shift in another Connecticut defense factory grinding and lapping firing pin gages and punches, while the other two shifts are operated by men. The foreman in this factory reports that the women have equaled the performance of the men in every respect and that since the women have been employed on this type of work production has increased considerably.

Women are also being trained as welders in a Connecticut defense factory which is starting to manufacture gliders for the United States Army. The first welding class, composed of six men and six women, is being taught to use the acetylene torch. When this group of twelve has completed training, the instructor in charge will start production with this group, acting as foreman of the welding department, and another mixed group will be trained for a second shift in this welding department.

In the Hartford Public High School, twenty girl seniors are being taught to operate all types of machine equipment and will be placed in employment in the local defense industries after graduation from high school.

At Leavenworth High School in Waterbury, fifteen girl seniors are being taught tracing and they, too, will be placed in the defense industries in Waterbury after graduation from high school.

All of the defense training courses in operation in the state are co-educational at the present time. It is probable that the proportion of women will be greatly increased in the near future when all women will be asked to voluntarily register for employment in the defense industries. It is quite obvious that more women will be employed on jobs formerly held by men as the men who are working as machine operators are inducted into the armed forces of our country. There isn't any reason why women cannot be trained to do the same kinds of jobs formerly held by men because they possess all of the qualifications necessary for the operation of general machine shop equipment, except the heavier types, and they have always been associated with jobs requiring finger dexterity which is essential in the defense industries where the assembly of intricate parts is necessary.

Also, women who have been trained as inspectors are doing this work as efficiently as the men whom they have replaced.

Many of us have forgotten that during the last war women played an important role in the production lines. This may be noted from an excerpt from a bulletin of the U. S. Department of Labor entitled INCREASE IN WOMEN EMPLOYMENT 1914-1918, which reads: "The labor shortage and excessive demands on industries essential to the production of implements and agents of warfare resulted during the war in—

(a) A sharp increase in the number of women workers in these industries during the war."

Still another bulletin issued by the O. P. M. entitled WOMEN'S ROLE IN DEFENSE INDUSTRIES reads in part: "On behalf of the women of this country who always in times of great national emergency have been ready, eager and able to assume their place in industrial production, I wish to make it clear that all studies which have been made indicate that women have been found satisfactory in vir-

#### IN TRAINING AND HIRING WOMEN CHILD CARE IS A VITAL FACTOR

Many of the women sought for wartime work have children, and mothers will work or work well only if their young ones are being cared for while they are away from home.

Many programs for group care such as day nurseries, nursery schools and recreation centers are already filled to capacity. Some are located inconveniently, others inflexibly to varying needs.

Many persons, formerly available for household help, have been taken into industry. As a result, some children are left without care while their mothers work. Others are left with a minimum of supervision from neighbors or relatives. Older children are overburdened with responsibility for younger ones. Most important, hundreds of mothers who could and would work have been unable to do so.

Providing proper care is the joint obligation of parents, community agencies and government. For the right kind of care parents are willing to pay their share of the cost. Local agencies must plan to meet child care needs, arrange for space and trained volunteers. Under the Lanham Act, limited federal funds can be had to supplement these resources.

All plans for child care must be approved by the Child Care Committee of the State Defense Council, which is available for service to any community having such problems. Its chairman is N. S. Light of the State Department of Education.

tually every kind of job ordinarily filled by men."

There are a great many jobs in the defense industries which require only a negligible amount of training. However, many jobs do require training of one kind or another and it is for these jobs that defense courses have been established.

The ideal situation predominates when industry selects a group of women for a certain type of job and refers them to the training center, specifying the training to be given and paying the trainees while in training. Using this unit plan of training, considerable time may be saved because essentials are taught for the immediate job only, and in many cases the training period is for 100 hours or less.

Supplementary training may be given to women after they have been employed which will enable them to do their work more efficiently or to prepare them for more highly skilled jobs or for jobs requiring additional knowledge of the use of measuring tools and blueprint reading.

Although 1,743 women have been enrolled in defense classes conducted by the State Department of Education since January 1, 1941 and 539 are in training at the present time, many more could be trained without taxing the present training facilities in many localities.

Special courses could be established in any defense factory at no expense if the management will provide suitable space in which the training can be given and the necessary equipment.



INCLUDED in the Defense Training Course for women at the state trade schools is miller operating, which Trainee Clara Nelson is shown doing above. This is proof that women can be taught to handle operations requiring a high degree of skill.

# LET'S LOOK FORWARD

By MAJOR H. J. SCHWABACHER, *State Occupational Advisor, Selective Service System*

**SELECTIVE SERVICE** will put 2,000,000 more men this year into the Army, Navy and Marine Corps. Most of them will be taken out of wartime jobs, thus necessitating immediate replacements. Men under 28 will go first. Management must plan for draft losses now by finding out what workers are indispensable and what ones can be replaced, and how.

THE warning issued recently by National Headquarters for Selective Service, that our war needs may require the induction into its armed forces of every man available for military service, creates a problem of manpower allocation which will in the very near future affect every industrial organization in the nation.

Every one must realize that this nation is now at war. Every organization must be prepared to meet the impact of manpower allocation when it strikes.

The limited number of males qualified for military service will not permit replaceable men to remain out of the armed forces if it is possible to secure or train a person not so qualified to take their place.

Deferment can be considered only if the occupation is of a critical nature in our war production effort or if the occupation is of a critical nature in an industry directly supporting this war production program.

There is still some misunderstanding as to the reasons for which deferments may be granted. Under the administration of General Hershey, policies are formulated which guide the local boards in their selection of men for the armed forces and in the deferment of men for occupational reasons. All of these policies are subject to the general provisions of the Selective Service Act as passed by Congress.

The War Department acts in an advisory capacity in considering occupational deferments.

Selective Service has endeavored to cooperate in every way with industry, and others making requests for the deferment of men for occupational reasons, but the time has now arrived when it becomes necessary for these activities to accept the responsibility of carrying this burden themselves. This can only be accomplished by planning and adjusting their personnel. Therefore, industry must prepare to utilize persons not subject to or qualified for



MAJOR H. J. SCHWABACHER

military service.

Every organization, group, and individual faces the problem of contributing to our war effort to the greatest possible degree.

The most important factor involving the increase in our armed forces and the production of essential material is the efficient utilization of man power. Human beings must build the machines used for production, they must operate these machines, and the armed forces must have men in ever increasing numbers.

We must all understand that the eventual priority on man power will be the armed forces. A victorious decision can only be effected by military effort. This effort will obviously require the manpower necessary to defeat the large and efficiently trained armies of our enemies. We do not know at the present time how great an army we will require. We do not know where it may have to carry on in order to achieve a final victory. We do know one thing—that is, that we will take into the armed forces just as many men as may be required to win this war.

Plans recently announced by Secretary of War Stimson indicate an army of 3 to 4 million men in 1942. Future requirements will of course be governed by military developments.

In order that there be a minimum of conflict between the requirements of industry and those of the armed forces, Selective Service must have a complete understanding of the requirements of industry in order that our war production effort shall not be impeded through the loss of skilled labor.

The army, navy and marines must have the materials and equipment with which to fight. But as the armed force increases in numbers, the problem of adjusting the balance of military manpower and that of industry, becomes more difficult.

All Americans agree that we must carry this war to a victorious conclusion. Obviously the armed forces must have those men who are best qualified to withstand the rigours and hardships which combat troops must endure. Therefore, industry must answer the problems of releasing to the armed forces those men who are qualified for military service, but who do not have such training or skill as makes them more valuable to the nation in their civilian occupation than they would be in the armed forces.

How can this problem be solved most efficiently?

Only by the utilization of those persons not qualified for or subject to military service.

The greatest potential relief is in the employment of women wherever possible. In the closing months of the first World War, 2,500,000 women were engaged in armament plants, at present we have less than 500,000 so engaged. *Where the opportunity exists, and has been given, women are demonstrating that they can perform mechanical work within their physical capabilities equally as well as men.*

In order that a coordinated plan may

*(Continued on page 35)*

# MAN-POWER OF THE HANDICAPPED

By EDWARD P. CHESTER, *State Supervisor, Vocational Rehabilitation service, State Department of Education*

A FRUITFUL SOURCE of labor for war industries is the considerable number of physically-handicapped persons available in Connecticut. According to a recent survey of the possible needs of 250 firms in the state, more than 3600 such workers can and will be used shortly. Instrumental in arousing the interest of manufacturers in the handicapped have been the rehabilitation clinics conducted by the State Department of Education in cooperation with the Connecticut Employment Service.

**W**E are at war, and every available source of machine and man power must be tapped to speed up production of war material.

Industry tests and rates the quality of its machined product, indicating the capacity range and the working conditions under which most satisfactory results can be obtained from its use.

Each type of machine used in production has its special purposes and peculiar limitations. These machines are selected in accordance with the job to be done. Some serve only a single purpose while others accomplish a wide variety of operations.

Does industry refuse to use "single-purpose" machines, insisting that every mechanical device in the shop be "all-purpose?" The answer is obvious. Production schedules could not be maintained without them.

There is in this country a very large group of physically imperfect persons who have capacity to work. Many of them approach the usefulness of the able-bodied. These persons represent a "multi-purpose" product that is capable of performing a variety of operations.

Probably the largest proportion of handicapped workers in the total group, like the machines they operate, are somewhat restricted to performance within certain limits. Again some mem-

bers of the group as a whole may be termed "single-purpose." Their work capacities—good within the limits prescribed—are confined to a variety of specific single operations. They must work to close tolerance as far as physical activity is concerned.

Pre-employment medical examinations can be and are being used as a basis of determining the work capacity range of all these physically handicapped potential workers, rather than as a basis for exclusion.

Some medical examiners believe they can rate the "man-power" of the person applying for work as scientifically as the engineer in the laboratory rates the "horse-power" of the machine he tests.

An electric motor would not be rejected as unserviceable if tests indicated it could give satisfactory and continued service as a one-fourth horse-power product, but could not be rated higher. There is a large field of use for motors of that capacity. Such a product would be rated in accordance with the work it could do safely and satisfactorily,

and these conditions would be indicated in the instructions to the user.

The Vocational Rehabilitation Service of the Connecticut State Department of Education attempts to test, rate and market its product on a state-wide basis. That product is human beings—persons who want to work and can work when properly prepared and placed.

The "man-power" rating of these persons varies, but it can be measured. The conditions under which this human product can be utilized also vary, but can be indicated for each individual.

Of course there are risks involved in hiring handicapped workers, as there are in hiring the able-bodied. However, when a handicapped worker is examined, rated for and assigned to a job based on the capacity of his "man-power", the accident risk is reduced to a minimum, whether a compensation waiver is signed or not. The claims of some employers that the accident risk is greatly increased when physically handicapped workers are hired, has not

(Continued on page 33)

(Left) Dr. Robert Hutt, professor of psychology at Trinity College, Hartford, explains his reaction time tester to two job seekers who attended Hartford's first vocational clinic for physically handicapped men and women, held recently at Trinity. (Right) An applicant is rated for manual dexterity with the Minnesota Rate of Manipulation test. Hartford Courant photos.



# IMPROVED WORKING EFFICIENCY BY IMPROVED DIET

By JOHN C. ROWLEY, M.D., *Chairman of State Committee on Nutrition in Industry*

IN THIS ARTICLE, seventh in a series discussing various aspects of health and its relation to the war effort, Dr. Rowley contributes an instructive, up-to-date account of the value of proper foods in maintaining a high level of working efficiency.

IT seems hardly possible that the United States, the richest country in the world in food stuffs, could have a nutrition problem. But the diet of the American people is not infrequently deficient. Not so often because we do not eat enough food, but because we do not eat enough of the right kind of food and because much of our food is too highly refined and purified. As a nation we eat large quantities of refined white flour, white bread, white rice and white sugar to say nothing of our highly refined fats. Unfortunately this refining process has removed much of the minerals and vitamins which are essential for growth and for the rebuilding of our body tissues.

For example, after refining our sugars, fats and oils nothing is left but pure heat units which furnish the body with calories but do not rebuild our muscles, bones or other organs nor help us to maintain our health. Over 80% of the important vitamin B of wheat is lost in the process of milling and refining our flour.

Vitamin B is essential for growth and maintenance of health. We have only recently learned that it is also essential for and is used up in the combustion or burning of the sugar and starch of our diet. When we consider the fact that as a nation we eat 5 times as much sugar as we did 60 years ago, it is evident that in some instances what little vitamin B we do eat may all be used up in the process of burning up the sugar of our diet with the result that we have little left for rebuilding the tissues of our bodies. Fortunately the millers and bakers are replacing some of this vitamin B in our "enriched" flour.

The deficiency in our diet is not alarming and need not be serious if we will give a little thought to the selection of our food. It will not require much change in the food habits of most of us.

We may not be sick from an inadequate diet, but some of us may lack the vigor and robust health that might be ours with some forethought and care in selecting our food. Much has been learned about our diet since the

last war and this new knowledge is being seriously applied by physicians and nutrition experts in the selection of the diet for our army and navy.

Is your diet adequate and up to date? How does it check with the

*A Guide  
TO GOOD EATING*

**MILK**  
2 OR MORE GLASSES DAILY . . . FOR ADULTS  
3 TO 4 OR MORE GLASSES DAILY . . . FOR CHILDREN  
To drink and combined with other foods

**VEGETABLES**  
2 OR MORE SERVINGS DAILY BESESIDES  
POTATO . . . 1 raw; green and yellow often

**FRUITS**  
2 OR MORE SERVINGS DAILY  
1 citrus fruit or tomato

**EGGS**  
3 TO 5 A WEEK; 1 DAILY PREFERRED

**MEAT, CHEESE, FISH, OR LEGUMES**  
1 OR MORE SERVINGS DAILY

**CEREAL OR BREAD**  
MOST OF IT WHOLE GRAIN OR "ENRICHED"

**BUTTER**  
2 OR MORE TABLESPOONS DAILY

**OTHER FOODS TO SATISFY  
APPETITE AND COMPLETE  
GROWTH AND ACTIVITY NEEDS**

Statement in this article has been accepted by the Council on Foods and Nutrition of the American Medical Association

scientific standard (see chart on preceding page) formulated a year ago by the National Nutrition Conference for Defense?

You will notice that this guide, this rule of thumb, differs from that advised a generation ago when we did not appreciate the value of minerals and vitamins. At that time it was thought that a person need only eat enough protein (white of egg, cheese, meat) and see that he got enough calories or heat units in his diet. It was considered then a matter of not too great importance if these calories were obtained from refined oils or from refined white sugar which furnished the body with heat and nothing else.

Today emphasis is no longer on calories. It is no longer so much a matter of quantity as it is a matter of selection—selection of the building foods (milk, eggs, citrus fruits, vegetables, meat, butter, codliver oil). If we select first these essential foods which contain the minerals, vitamins, proteins, and amino acids, our appetites for the sugars and fats will usually take care of the calories. It is now well known that patients suffering from pellagra, scurvy and other deficiency diseases have been cured by having these building foods added to or increased in their diet.

All physicians are aware of the prevalence of deficiency disease in certain greatly impoverished sections of our country. Though in the country as a whole, recognizable deficiency diseases may be rare, the prevalence of the latent, the sub clinical, mild or hidden deficiencies in one-fourth of our population is not generally recognized even by physicians who often fail to appreciate that there is a wide margin between outspoken deficiency states and perfect health and that a person may be under par for a long time before the deficiency is apparent even to an observant physician.

Yes, in these days when we are more nutrition conscious than ever, one hears the expression, "What was good enough for my father is good enough for me," and, "Our taste is the only necessary guide in the selection of our food." May I offer evidence to the contrary.

#### Building Foods Essential

Extensive experiments on rats and other animals in the laboratories of our leading medical schools and universities, experiments on livestock in our agricultural colleges, the practical ap-

#### ON VITAMINS

A subcommittee of the Council on Foods and Nutrition and the Council on Industrial Health of the American Medical Association, after a review of the existing evidence concerning the value of the administration of vitamins to workers in industry, reported in the Medical Association Journal recently: "While recognizing the great significance of vitamins to human nutrition and the importance of preparations of vitamins when properly used, the council disapproves of the mass, indiscriminate administration of vitamins to industrial employees, because special vitamin preparations cannot take the place of valuable natural foods and because a good diet can provide all that vitamin preparations have to offer and more too."\*

For those workers in a factory who, after a careful examination by their private physician or the industrial physician, are suspected of suffering from vitamin deficiency, taking large amounts of the appropriate vitamin, for a given period, is quite proper, in order to bring the employee to an optimal state. After reaching this the use of a good diet is all that is necessary.

\* Copies of this report may be obtained by writing or telephoning W. A. Johnson, Secretary, State Committee on Nutrition in Industry, 436 Capitol Avenue, Hartford.

plication of scientific feeding of cattle and hogs, have proved conclusively that the "protective" or building foods are absolutely essential and must be in adequate amount to afford perfect health and normal growth.

Though correspondingly accurate experiments cannot be carried out on human beings, surveys and studies have been made in institutions and in various groups of the population which have confirmed the conclusion that, in general, the same results obtained in feeding animals may be obtained in man.

Young men and women of today are distinctly taller and larger than they were at the time of the last draft. The

fact of this increase in stature is undisputed but whether the improvement is due largely to dietary changes or to other contributory factors such as high standard of living is not so clear. However, in none of the various factors that may have improved our growth has there been such a pronounced change as that which has taken place in the feeding of infants and children. In this connection, let me quote what Dr. George R. Cowgill, Professor of physiological chemistry at Yale has to say:

"The shortcomings of our diets can reveal themselves in still other ways. We know that the various dietary essentials are needed for growth. It is possible to grow rats according to almost any desired rate merely by controlling the composition of the diet, particularly its content of the essential factors. It is reasonable to believe that our changing growth standards for man represent in considerable measure the reaction of babies and children to improvements in our diets over the past three decades. Thirty years ago a baby was considered as making satisfactory growth if it doubled its birth weight in about six months and trebled it in about a year. Now, such a rate of growth would be considered poor. The present standard calls for doubling the birth weight in about three months and trebling it in six. This new standard has developed during the recent decades when the new discoveries in nutrition were being applied in pediatrics. This leads one to the belief that the older standard represented the best that babies could do with the food they received.

"Physical measurements of students entering certain of our large universities have been made over a period of many years. The records reveal that the present generation of students is larger than the former generation represented by their parents." (The average draftee today is an inch taller than his father was when he enlisted in the last war.) "Numerous facts of this sort might be cited in relation to our theme.

"Studies of the growth and well-being of school children show that undoubtedly a large number do not receive diets adequate in vitamin B<sub>1</sub>; and therefore the use of school lunches rich in various vitamins is a valuable public health measure.

"We are just beginning to appreciate the possibilities in the new science of gerontology, or science of aging—what happens to us as we grow old. Studies of this science with respect to man are in their infancy, so to speak. It is reasonable to believe that in man, as has already been shown in animals, it will be found that an optimal supply of the various dietary essentials contributes to longevity. In other words, proper application of our knowledge concerning food values can mean not merely a longer life span but a healthier old age capable of sustained productivity and enjoyment of life."

#### Employee Efficiency

If we are to win this war, the industrial worker must be subject to greater and greater stress and strain. The new workers particularly will be

(Continued on page 26)

# NEWS FORUM

## Accident

**HENRY W. JONES**, president of American Tube Bending, New Haven, was on his way to a meeting of the Production for Victory Committee in Governor Hurley's office recently when his car collided with a trailer truck on the Berlin Turnpike in Wethersfield. He was taken to Hartford Hospital where his condition was described as not serious. He is now recuperating at his home in New Haven.

## Calendar

**FOREMEN'S CLUB** of International Silver held their last meeting of the current season recently with more than 130 in attendance. Guest speaker was Douglas B. Wright, field agent on Industrial Protection for State Defense Council. Mr. Wright explained how local committees are set up to help in protection of all plants through the state. After his talk Mr. Wright showed three films of the war, two showing the attack on Pearl Harbor.

A short business session was presided over by Association President Arthur S. Warner, and a social period concluded the meeting.

★ ★ ★

**BRIDGEPORT CHAPTER** of National Association of Cost Accountants held their annual "Past Presidents Night" meeting recently in Stratford Hotel. They discussed the problem arising from the transition from peacetime to wartime production. William

S. Lowe, superintendent of the Appliance Section, and John H. Miller, accountant, both of General Electric, spoke at the meeting.

★ ★ ★

**AT A MEETING** of the Exchange Club in Bridgeport a short time ago, John F. Robinson, executive secretary to Governor Hurley, urged small manufacturers to be patient, as the Governor is extending all efforts to spread war contracts through his "Victory Council". James J. Murphy, former executive secretary to the Governor, who will soon become a Superior Court Judge, also attended the meeting. The Governor's secretary said that Connecticut has been and will be first in many ventures, and the state will not be wanting in giving its aid for an all-out victory.

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**AMERICAN MANAGEMENT ASSOCIATION'S** Production For Victory Conference will be held May 13 and 14 at Hotel Astor, New York. It is expected that this will be the most significant conference ever held by AMA's Production Division. Planning is being done by works managers and plant executives from key industries. Companies from all over the nation will report their experience on wartime production. Topics to be discussed include "Better Organization for War Production", "Women Workers—Induction, Training", "Production Control", "What's Being Done to Stimulate Worker Enthusiasm?" and several other subjects.

**AT THE FIRST** Congregational Church in Essex, President A. C. Fuller of the Connecticut Manufacturers Association recently addressed a Sunday evening forum on the general subject of "After the War, What Then?" Chairman of the meeting was Harry B. Barnes of Essex.

★ ★ ★

**ATLANTIC CARTON** Corporation celebrated 25 years of successful business several weeks ago with a dinner and dance at Norwich Inn. The date was the anniversary of the day when the first carload of boxing was turned out at the factory in 1917. All employees with their wives, husbands and guests, were the guests of the company and covers for 240 were laid for the banquet which opened the festivities of the evening. President Walter E. Turner delivered the address of welcome.

This company is well known as a prominent paper box manufacturer.

## Honored

**SAMUEL J. LORING**, brilliant young Vought-Sikorsky research engineer, is the winner of the highly-coveted Wright Brothers medal, awarded annually by the Society of Automotive Engineers to the writer of the best paper on any technical aeronautical subject. Mr. Loring's medal-winning paper was a treatise on flutter—the often disastrous vibration occurring in airplane wings and tail surfaces at high speeds.

**War-Time Ingenuity**

It was formerly a carton with a Protectoid window—showing the actual contents.

Now—due to conservation of window-box material—it's carton with a printed window. Result: Effective.

Yankee ingenuity usually can find a way out. We have some of it here at Robertson—to share with you, if you have a packaging problem.

**ROBERTSON**  
**PAPER BOX COMPANY**  
MONTVILLE, CONN.  
NEW YORK OFFICE  
420 LEXINGTON  
AVENUE

**A DINNER** was given recently in honor of President A. C. Fuller of The Fuller Brush Company for his generosity and interest in the Fuller Clubhouse and members of the Fuller Club. Between courses Toastmaster Roy Mason introduced in turn Mr. Fuller's special guests, Charles Eyanson, executive director of the Manufacturers Association of Connecticut; David Ayr, president of Hendey Machine of Torrington; Pat Marto, who was responsible for the party; George Millard, W. E. Campbell, F. W. Adams, and Howard Fuller.

Mr. Fuller spoke of his position as President of the Manufacturers Association of Connecticut, the rapid strides that have been made in the development of plastic bristles, the present emergency and the part Fuller Brush is playing in the war program.

#### Industrial Relations

**AN AGREEMENT** has been signed by the management of New Britain Machine and New Britain Machine Social and Benefit Association bargaining agent for the employees, increasing minimum wages and granting employees other concessions. The agreement is to hold for a year, under which the general minimum hourly wage rate for men, except male common labor and male trainees, is increased from 55 to 65 cents, and for women from 45 to 50 cents; time and one-half is paid for work done Saturdays, Sundays, or six major holidays; one week's vacation with pay is to be allowed; senior rights recognized; and machinery set in motion for grievance adjustment.

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**YALE & TOWNE** of Stamford and Local 1556, International Association of Machinists, AFL, have signed an agreement granting pay increases and regulation of working conditions to approximately 185 men employed as machinists, toolmakers and diemakers or with specialist ratings.

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**A PLEDGE** on behalf of organized labor was given direct to Congress by Philip Murray, president of the C. I. O. and William Greene, president of the A. F. L. The pledge stated that no strike, for any cause, will be called or tolerated for the duration of the war. Mr. Green told the House Naval Affairs Committee that this covered the

jurisdictional strike and even the "wild-cat" or "outlaw" strike as well as any other kind. He and other labor leaders, he said, would act promptly and decisively to punish any union or unit of a union for breaking the no-strike pledge by walking out on a war production job.

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**NEW WORKING** agreement signed by officials of Cheney Brothers and Local 63, TWUA, provides for a quarterly bonus for employees. The agreement is to remain in force for the duration of the war and for one year after the war's conclusion. The bonus will amount to five cents an hour for each hour worked and will be paid every 13 weeks. The contract also provides for a week's vacation with pay to all employed 40 weeks or more and a week's vacation with half a week's pay to those employed over 20 but less than 40 weeks. In the earlier contract a year's employment was required for a week's vacation with pay and six months for a vacation with a half a week's pay. Minimum wage payments remain the same as in the last contract, but learners' wages are increased by a dollar a week.

#### Legislation

**MANUFACTURERS** Association of Connecticut recently telegraphed state representatives in Congress protesting against the Cochrane bill which would exempt from taxation gross income received by contractors through war work. An association spokesman said the exemption of gross income from "national, state, county, territorial and other local taxes" would cut deeply into Connecticut's Corporation tax, an important and dependable source of state revenue.

★ ★ ★

**NAM** has asked Congress to "freeze" open and closed union shop conditions for the duration of the war, and to recapture excessive profits from industry by high taxation rather than by attempting to block them by setting a rigid and all-inclusive statutory limitation on earnings.

President William P. Witherow, told the House Naval Affairs Committee that the question now was one not of economics but of production. Agitation for a closed shop in plants not now having it, he said, was affecting production.



**SAVE MATERIAL**—save stock—  
save money as well by making  
machine parts *less bulky!* Pack more  
holding-power in smaller parts,  
narrower flanges, more compact as-  
semblies! Use **ALLEN** Hollow  
Screws for further streamlining and  
reducing structural bulk!

The greater strength of Allen screws permits *smaller* screws to be used. . . Their internally-engaging hex keys require *less room* for wrench-movement in setting up. . . The keys themselves are the most economical form of wrench possible to make,—the most *saving* in metal.

Utilize these Allen features to help Uncle Sam hold on to his precious bundle of stock. He cannot have it wasted; he needs every ounce of metal to hurl at the enemy. Even a *little* saving on *each* machine adds up to the weapons that WIN.

*Your local Allen Distributor will accommodate you to the utmost of his capacity and available supplies.*



**THE ALLEN MFG. COMPANY**  
HARTFORD, CONNECTICUT, U.S.A.

## Why People Buy . . .

The manufacturer who appropriates a sum of money for advertising and sales promotion wants the most favorable action he can obtain—action converted into easier selling, easier buying, lower unit selling cost.

The forces that impel buying are usually of an emotional character. That is why the salesman who can appeal to the deeper emotional nature of a prospect has a powerful advantage over the salesman whose primary appeal is to reason.

The tendency of industrial advertisers is to regard the industrial buyer as a mechanic whose chief interest in life is associated with gears, lathes, drills, jigs, chucks and what not. Actually he's just another human, more interested in heart throbs than the tolerance between piston and cylinder walls.

No mere assembling of illustration, headline and description will put the breath of life into an industrial advertisement. It must take heed of those deep-lying forces in human nature that stir men to action—to want what you have to sell.



IN COMMENTING on the new Murray small business bill recently passed by Congress, Senator Maloney remarked: "The vital thing to remember is that the sole responsibility of this new agency is to find available small business facilities and bring them into the war effort. It will not be distracted by a multitude of other tasks." Senator Maloney shares the belief with Senator Danaher that this represents a realistic and essential step toward bringing small enterprises into the war program.

★ ★ ★

WPB now prohibits retail merchants from selling toothpaste or shaving cream in tubes to any customer who fails to turn in some type of used collapsible tube for each new one purchased. Everett B. Hurlburt, president of J. B. Williams of Glastonbury, gave the opinion that, "If there is a dangerous condition involving the metals used in tubes, a very simple solution would be to issue a clean order for these products to be put in glass containers and companies would know where they stood."

★ ★ ★

SENATOR PEPPER, democrat, Florida, recently proposed legislation to freeze all prices and wages for the duration of the war and to outlaw union initiation fees in war industries. He proposed the measures as amendments to the pending \$19,212,000,000 military appropriation bill. At the same time Senator O'Mahoney, democrat from Wyoming, introduced separate legislation providing for Federal chartering of interstate corporations, trade associations and labor unions, limiting union initiation fees to \$10, requiring unions to hold annual elections and provide for independent biennial accountings of union funds. These proposals attracted attention, since both Pepper and O'Mahoney have been Administration supporters on many issues.

★ ★ ★

CONVICTION of New York City Local 807 of International Brotherhood of Teamsters, A. F. of L., and 26 of its members on charges of violating the Federal Anti-Racketeering Act was upset by the Supreme Court recently in a six-to-one decision, on the ground that the union men were exempt from operation of the law. The court held that the Second Circuit Court of Appeals acted properly in

setting aside the conviction of the union and its members on racketeering charges.

In two other decisions affecting labor the justices upheld a Wisconsin court in an injunction against picketing, and held that in permitting abandonment of a railroad the Interstate Commerce Commission had the power to make provision for the benefit of discharged employees.

### Personnel

THEODORE W. MONROE, Boston attorney, was elected president of Hartford Electric Steel at the annual meeting of stockholders. Mr. Monroe will succeed the late Edmund S. Gardner.

George C. Hagstrom, vice-president and sales manager for the past 13 years, was promoted to executive vice-president. Other officers elected were: chairman of the board, Albert W. Gray; treasurer, Clifford Trull; assistant secretary, Gustave Horne.

★ ★ ★

EDWARD PAYSON BULLARD, 3RD, was recently elected vice-president in charge of manufacturing of Bullard in Bridgeport. A designer of machinery, he drew up the scheduling plan for routing parts through the factory which caused Bullard production to rise from 80 to about 300 machines a month.

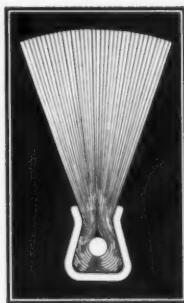
Also elected to board of directors were John A. Bullard, son of the late company treasurer, and J. W. C. Bullard, Jr., whose father is vice-president in charge of research.

★ ★ ★

E. P. BULLARD, president of Bullard, recently celebrated his 50th year with the company. He began his apprenticeship in 1892 under his father. At that time the company employed 55 men—today it employs more than 4,800. Mr. Bullard, president since 1907, invented the machines which have made Bullard internationally outstanding—the vertical turret lathe, the Multi-Au-Matic and the Contin-U-Matic.

★ ★ ★

AMERICAN HARDWARE of New Britain advanced several officers at a recent meeting of the board of directors. Harry I. Lewis, manager of Corbin Screw for the past two years, was made a vice president; Walter J.

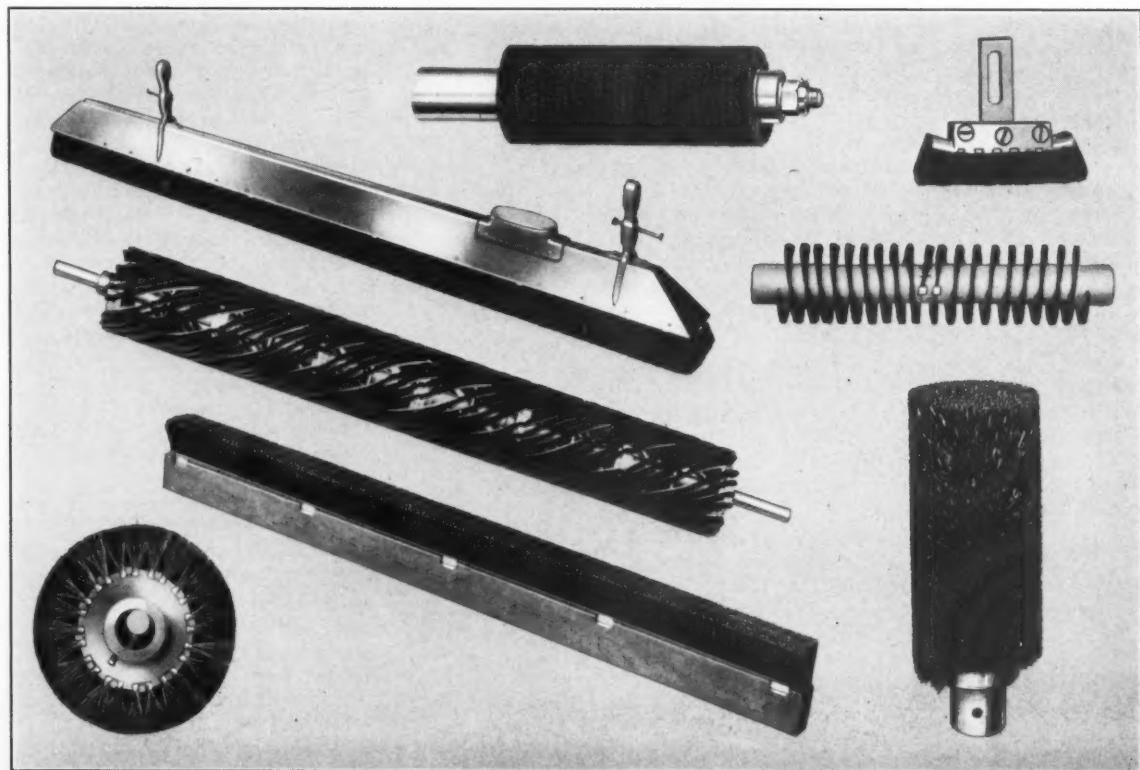


# FULLERGRIP BRUSHES

**meet every machine need.**  
**Made to Your Specifications**

FULLERGRIP made-to-order Brushes are designed for use as moving or stationary parts in machines requiring brushing operations, or for production work. Brush materials gripped in steel. Replacements with refills quickly made.

Our Engineers will work with you to fit brushes to machines in blueprint stage, or to machines in production. Send prints and specifications for quotations.



***The FULLER BRUSH Company***  
**Industrial Division, Dept. 8C**  
**3590A MAIN STREET - HARTFORD, CONN.**

*We specialize in . . .*

**GROUND THREADS**

**GROUND GEAR TEETH**

**GROUND SPLINES**

**GROUND CAMS**

**BROACHING**

*For full details write:*

**The Hartford Special Machinery Co.**  
Hartford, Conn.

Bunce, asst. treasurer, was made treasurer to succeed the late Isaac D. Russell; Clara E. Larson, in the audit and tax department, was promoted to assistant secretary, and Wm. M. Caudell, in charge of accounting and statistics, was made comptroller.

★ ★ ★

**IRVING C. VALENTINE** has been elected president of New England Knitting to succeed the late Edward B. Gaylord. Mr. Valentine has been associated with the company for the past 22 years, and during most of that time has been its general manager and assistant treasurer. Robert F. Gregory, head of the New York sales office, was elected a director to fill the unexpired term of the late Mr. Gaylord.

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**PROSECUTOR MILTON NAHUM** of Hartford Police Court has been appointed chief attorney for the Office of Price Administration for Connecticut. It is understood that Mr. Nahum will maintain his office in Hartford and will have other attorneys associated with him in the enforcement of federal regulations concerning prices, rationing and rents.

Mr. Nahum has made an excellent record as prosecutor, to which post he was appointed when Judges A. A. Ribicoff and Jacob Dunn went into office July 1st.

★ ★ ★

**ANNOUNCEMENT** has been made of the appointment of Joseph M. Barr

and James J. Gaffney to be assistant general managers of the Vought-Sikorsky Aircraft Division of United Aircraft. Richard T. Horner is to be assistant treasurer.

In addition to assuming the duties of his new office, Mr. Barr will continue as factory manager. Mr. Gaffney will relinquish the position of assistant treasurer, but in addition to his new duties will continue as division accountant.

167.06 for depreciation and amortization of plants and equipment, as compared with net earnings in 1940 of \$1,214,882.

★ ★ ★

**AMERICAN PAPER GOODS** of Kensington had net earnings of \$196,508.54 in 1941. This is an increase over the 1940 earnings of \$119,037.19.

★ ★ ★

**A DIVIDEND** of \$1.75 per share on the capital stock of Southern New England Telephone for the first quarter of 1942 was declared by the directors at a recent meeting.

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#### Recreation

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**150 ARMY BOYS** from Bradley Field in Windsor Locks were welcomed by 85 Fuller Brush girls at a get-together at the Fuller Brush Clubhouse recently. Entertainment was left up to each and every one who attended. Dance music was provided by the Fuller Brush Orchestra. Refreshments were served and 25 prizes, consisting of hair brushes and bristlecombs, were given away along with tooth brushes and combs distributed to each soldier attending.

Shortly after the party the committee received the following letter: "The men who attended your dance last night have come into the office raving about the wonderful time they had. It would be impossible for them all to write so this letter brings the thanks of all the men to you and your club."

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#### Safety

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**AMERICAN BRASS** of Waterbury presented awards of certificates for records of safe driving to a number of employees several weeks ago. Presentations were made by R. F. Noyes, safety engineer of American Mutual Liability Insurance Company. C. F. Rowland, construction engineer of American Brass remarked that "each of these men has driven more than 10,000 miles per year, subject to the abnormal exposure of heavy traffic on all types of roads. Considering these conditions, they deserve our heartiest thanks and congratulations for their driving skill and care on the highway. Thus, more than one-half million miles of driving without an accident is the achievement of these men."

**NET EARNINGS** of New Britain Machine for last year amounted to \$1,697,397.75 after deducting \$265,-

# CONNECTICUT AT WAR

**NORTHAM WARREN** of Stamford, manufacturers of Cutex manicure preparations, is devoting a large part of its plant and engineering services to the production of essential war materials needed by the Government. The company is one of the first in the cosmetics business to volunteer war production assistance, offering its facilities last fall, before Pearl Harbor. This war output will not interfere with the continued production of manicure preparations.

★ ★ ★

**STRATFORD** Chapter of American Red Cross boasts a full-fledged women's motor corps. A short while ago 15 enthusiastic women completed a special course of training at the State Trade School in Bridgeport. Charles Turner, who has instructed ten other motor corps classes in towns from that area, has had marked success in introducing the Stratford contingent to the fundamentals of auto repairing and has lifted the veil of mystery from such mechanism as carburetors, fuel pumps, transmissions, differentials, crankshafts.

The Stratford women are intensely serious about their motor corps work and earnestly deny that they "merely want to wear uniforms" as certain scoffers have slyly hinted. The women are not permitted to wear uniforms until they are qualified.



**VOUGHT-SIKORSKY "KINGFISHER" (OS2U)** cruiser-and-battleship-based observation-scout. Pratt & Whitney powered, two-place, mid-wing, convertible for land use. This plane performs observation and scouting functions and is also equipped to attack. It is equipped with a Hamilton Standard propeller.

**SECRETARY** of the Navy Frank Knox and Rear Admiral John H. Towers, U. S. Navy, Chief of Bureau of Aeronautics, have written letters to Douglas Aircraft, Santa Monica, California; Grumman Aircraft Engineering Corp., Bethpage, L. I.; and Vought-Sikorsky Aircraft Division of United Aircraft, Bridgeport praising the performance in action of the Douglas "Dauntless" dive bombers and Douglas "Devastator" torpedo planes, Grumman "Wildcat" carrier-based fighters and Vought-Sikorsky "Kingfisher" observation-scout planes.

The letter to Vought-Sikorsky stated that the "Kingfishers" have been used effectively in combatting the submarine menace and have made successful attacks against the enemy. The

management and employees of each of these three manufacturers were congratulated for making possible this actual evidence of superiority of American craftsmanship.

★ ★ ★

**HARTFORD'S WPB** office announced the maintenance of a card index to invitations which should prove of assistance to any one interested in tracking down specific information. The cards, filed in separate sections according to industry classifications, also provide valuable information to firms in this area concerning what invitations are open in various lines of manufacture. The index, it is pointed out, is not available to the general public.

★ ★ ★

**HARVEY L. HOOKE**, chairman of the Industrial Engineering Board of Connecticut's Production For Victory Program, stated that the job of converting the state's small, peace-time manufacturing plants to war production is well under way. Governor Hurley said that no specific information regarding contract placements or conversion projects would be released until the program had progressed further. The six Connecticut manufacturers who have agreed to serve on an advisory board which will assist small manufacturers are: B. J. Lee, vice president of the Jenkins Valve, Bridgeport, who was elected chairman of the advisory board; A. C. Fuller, president of Fuller Brush, and head of Connecticut Manufacturers Association; A. B. Barnes, general manager and treasurer

## AKROS BLACKOUT PAINTS

**DESIGNED FOR YOUR NEEDS — INEXPENSIVE  
EASY TO APPLY — FLAT BLACK IN COLOR**

**FOR SAMPLES AND PRICES WRITE**

**THE AKRON PAINT & VARNISH CO.  
AKRON, OHIO**

WM. M. BECK

Avon, Conn.

Eastern Representative

of Ponemah Mills, Taftville; Henry W. Jones, president of American Tube Bending, New Haven; and Charles H. Granger, president of Waterbury Clock, Waterbury.

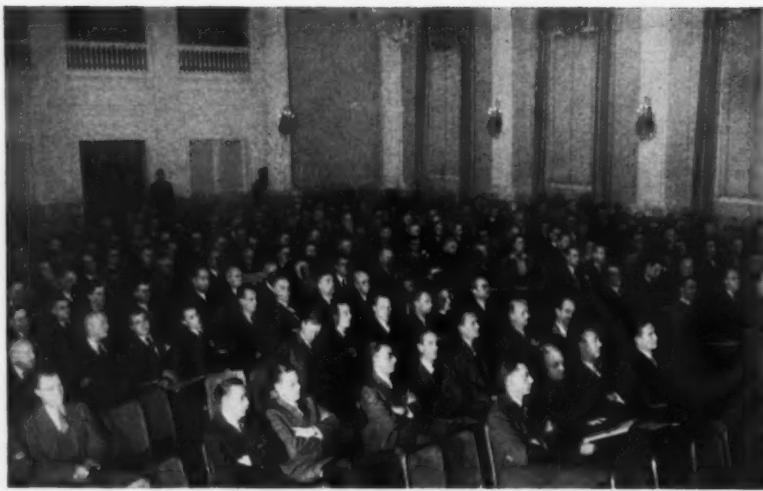
★ ★ ★

**THOMAS F. JOYCE**, vice-president, RCA, speaking before a meeting of the Western New England Chapter of the Industrial Advertising and Marketing Council at the Hartford Club, April 9, told his audience that fighting spirit is the "vital ingredient" which will bring success or failure on the production front. To illustrate the value of a morale building program in arousing a fighting spirit, Mr. Joyce used as an example his own company's now famous "Beat the Promise" campaign which he explained in detail with the help of slides and sound recordings.



**THOMAS F. JOYCE**

Mr. Joyce was introduced by Alfred C. Fuller, president of the Manufacturers Association of Connecticut, who



About 300 persons, including members of the Western New England Chapter, Industrial Advertising and Marketing Council, guests of the Business Editors Club of Southern New England and of the Manufacturers Association of Connecticut heard Thomas F. Joyce, RCA vice-president, explain the working mechanism which put the "Beat the Promise" campaign over the top and by which unusually high output was achieved.

gave a brief talk. Mr. Fuller stated that both management and workers must see eye to eye on the need for exerting their last ounce of energy to make the tools that will make victory possible—not next year but during the six to eight crucial months ahead.

★ ★ ★

**AN ARTICLE** appearing recently in the Bridgeport "Post" stated: "Since early in 1939 when the Connecticut Manufacturers Association through its president, the late E. Kent Hubbard, announced that 1,400 Connecticut manufacturers had made surveys of their plants and were ready to turn

them over to the production of military goods for the protection of world democracy, the men and women in industry in this state have virtually bellwethered the defense and war efforts in many instances on the factory front of the nation."

Entitled "Connecticut Has Led Nation's War Effort", it went on, in part, as follows: "Many ideas for the speed-up have been tried out in Connecticut, first by the office of production management and later by the War Production Board. For instance the recent announcement of financing small firms direct by the Federal Government was first put in operation in this area long

## WESTCOTT & MAPES, INCORPORATED ARCHITECTS AND ENGINEERS

NEW HAVEN, CONN.

ESTABLISHED 1916

### PLANTS FOR DEFENSE PRODUCTION

INVESTIGATIONS  
DESIGNS      ESTIMATES

REPORTS  
SUPERVISION



ago. Cooperation between employees and management here has also been investigated by Federal authorities several times in an effort to ascertain how it was there had been so little labor trouble in this locality."

★ ★ ★

**WPB OFFICE** in Hartford announced that in the interests of military security it has ceased publication of quantities indicated in requests for bids received from any of the quartermaster buying offices. The office also has stopped giving notice concerning requests for bids on items of arctic, tropic and protective clothing. Information of this nature will only be revealed to bona fide manufacturers known to the local office.

★ ★ ★

**COLT'S** Patent Fire Arms is strengthening its identification badge system with the issuing of badges that will identify workers by shift and plant. Workers at Van-Dyke Avenue, Flower Street and Park Street plants will wear badges allowing them to enter only their respective plants. Badges will be further individualized by indicating the shift, thus preventing a worker on one shift from entering the plant during the other two shifts.

★ ★ ★

**NORMAN BEL GEDDES**, industrial designer and equally well known for his contributions to realism in theatrical stage sets, warned manufacturers operating plants vital to the war effort to lose no time in camouflaging their properties to lessen the danger of bombing damage. In an article in a recent issue of the Conference Board's "Management Records" the artist urged owners of plants in relatively isolated places to take advantage of the protection afforded by camouflage, "since these plants, which can easily become landmarks for bombers, can also generally be most easily concealed by the camoufleur's art."

★ ★ ★

**SENATOR FRANCIS MALONEY** recently protested in the Senate that there had been too much delay in the synthetic rubber program and demanded that responsibility for this program be shifted to some competent person if those now in charge "are so hampered by other work as to be unable to meet the needs of the time".

Senator Maloney opened his remarks by placing in the Congressional record two newspaper articles dealing with the synthetic rubber situation. One was an editorial "Rubber" from The Hartford Courant of March 14.

★ ★ ★

**JOHN W. WHITEHEAD**, president of the Norwalk Tire and Rubber Company for the last 14 years said: "There is a lot of old rubber lying around in towns and cities in the southwest and other sections that don't happen to be

near rubber reclaiming centers. A lot of people have been frightened by the impression that there isn't much material for tires in this country. The rubber is here—it's the shortage of equipment to reclaim the rubber that is the bottleneck at present."

★ ★ ★

**IN A RECENT** broadcast over Station WNAB in Bridgeport Charles E. Wilson, president of General Electric, told the firm's employees and the general public that it is industry's re-

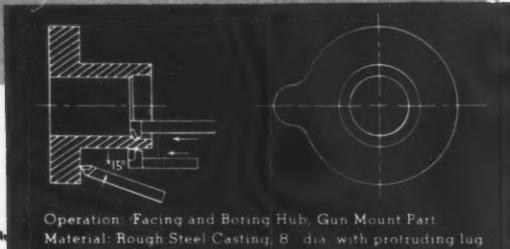
When More *Speed* Means More Guns

## KENNAMETAL TOOLS

### DO 8 HOURS' WORK IN 90 MINUTES



Operation: Facing and Boring Hub, Gun Mount Part  
 Material: Rough Steel Casting, 8" dia. with protruding lug  
 Speed: 250 S.F.M. Feed: .012



The tool set-up above shows how KENNAMETAL tools are giving one manufacturer an 80% time saving in machining parts for gun mounts. Previously, the facing operation was accomplished by use of a special alloy high speed tool bit protruding 3", doing the interrupted facing cut.

In the KENNAMETAL set-up the compound rest was swung 90° for rigidity and a standard 20T150 KENNAMETAL planer tool, held as shown to cut to a square shoulder, was used for facing. Previously, the tools had always headed into the cut and the carriage had to be backed off, but KENNAMETAL TOOLS did the work so smoothly that only one cut was required, instead of two. Roughness of casting and interrupted cut made the negative rake angles of the style 20 tool preferable to the standard facing tool style 12. A KENNAMETAL 21T150 tool with a 2½" overhang was used for boring, and a KENNAMETAL 9T80 tool turned the outside diameter. This set-up, and the KENNAMETAL tools employed, permitted completion of each job in 90 minutes, a saving of 6½ hours per job.

KENNAMETAL is proving itself by similar performances in armament plants throughout the country . . . machining steel of all hardnesses up to 550 Brinell at economical high speeds, with minimum tool wear and longer life between regrinds. Write for free copy of the new test pocket manual for KENNAMETAL users.

Connecticut Representative: R. S. HEDGINS, Jr., 965 Farmington Ave., West Hartford.

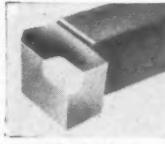
**MCKENNA METALS Co.**  
 179 LLOYD AVE., LATROBE, PA.  
Foreign Sales: U.S. STEEL EXPORT CO., 30 Church St., New York  
 Exports of Canada and Great Britain



STYLE NO. 21



STYLE NO. 20



STYLE NO. 9



## 29 Connecticut Company Motor Coaches Waiting for the 3:30 Shift at United Aircraft

Industrial workers by the thousands . . . over double the number in normal times . . . must now be transported to and from their work by motor coach . . . days, nights and Sundays • Last year more than one and three-quarter million dollars was invested by this Company in new buses and maintenance plants; this year seventy new buses

costing \$820,000 will be delivered as rapidly as wartime conditions will permit, so that an adequate transportation service can be maintained for Connecticut industries as far as it is possible for us to do so.

## THE CONNECTICUT CO.

sponsibility—and industry's alone—to wipe out our military and naval setbacks in the Pacific. He further stated that every weapon produced in 1942 is worth several produced in 1943, and General Electric has a special responsibility and opportunity to help provide that important margin of victory.

★ ★ ★

SOME OF the country's greatest war production plants have incorporated the use of tiny robot sentries, many times more efficient than men in storm, fog and darkness. The robots aid human guards along the miles of high wire fences that enclose some of the country's greatest factories. The new sentry system has been tested and proved to be the most efficient yet devised, with the robots "hearing" even the whisper of a person, the snip of a wire-cutter or the sound of a pick, and relaying these warning sounds instantly to the human watchman at his post or to a central guard station inside the plant. The system was invented by a DuPont engineer and is now being manufactured for general use by Automatic Alarms, Inc., of Youngstown, Ohio.

**WAR SHIPPING** Administration is providing war risk insurance on cargoes carried by U. S. flag vessels. This authority was granted to the U. S. Maritime Commission by Congress and transferred from the Commission to the War Shipping Administration by executive order. The "insurance provided by the Administration will be, in general, in accordance with coverage furnished by commercial underwriters except that at the present time the Administration will not offer automatic contracts but will only provide such insurance on specific shipments."

★ ★ ★

**OFFICE OF PRICE ADMINISTRATION** set maximum retail prices for seven major household appliances and for new typewriters. It was the first time that OPA has taken action on such a broad scale in fixing prices that retailers can charge, and was intended to stop price increases in the items covered. Items affected were new household mechanical refrigerators, vacuum cleaners and attachments, heating and cooking stoves and ranges, washing and ironing machines, radio sets and phonographs and typewriters.

**PRATT & WHITNEY DIVISION** of United Aircraft plans giant expansion of plant facilities away from the East Hartford home plant. Together they will give P&W between 350,000 and 400,000 square feet of additional space, increasing the present plant facilities by one-fourth. Contemplated situations of these plant expansions will make possible close supervision by the home plant.

It is also reported that Hamilton Standard Propeller Division is to undertake major expansion through additional plants.

★ ★ ★

**BUSH MANUFACTURING** has leased the former New Departure building in Hartford to carry on war contracts. Production will begin this month or next, it is announced by President James W. Hatch. Although Mr. Hatch was unable to state the product to be manufactured or the amount of the contracts, owing to Navy restrictions, he said the firm expected to reach full production some time next fall. Some five or six hundred additional workers will be needed.

**ELECTRIC BOAT** of Groton is another Connecticut company which has received the Navy "E".

★ ★ ★

**ALLEN MANUFACTURING**, Hartford, launched its War Production Drive April 20 with a rally of all employees in the company's new office. President H. R. Grant, Edward Buckie, chairman of the Shop Committee, Lt. Col. Thomas L. Hapgood, Executive Officer, Hartford Ordnance District and E. Dent Lackey of the State Defense Council were the principal speakers. Lt. Col. Hapgood exhibited one of the new Garand rifles and gave Allen employees a clear picture of the importance of hollow screws in war goods by indicating where the Allen product was used in the rifle mechanism. Mr. Lackey spoke on the tremendous effort which must be put forth by the industrial worker to equip our armed force which may eventually number 6 to 8 million men.

Following the rally, production score charts were posted in every department and competition began to acquire the Allen "A", a colorful pennant to be awarded at the end of each month to the department which makes the greatest production gain. Suggestion and slogan contests are also being sponsored by the Allen War Production Drive Committee, representing management and employees, and war bonds and stamps will be given for prize winning entries.

**BUCKNER PROCESS COMPANY** of Middletown expects that its new store room and office will be completed this month. In the meantime the concern is carrying on its usual production schedule, which was not seriously hampered by the fire last February which gutted a building used for storage and office space.

★ ★ ★

**IN A DEMONSTRATION** of a special fog nozzle suitable to extinguish incendiary bombs, the Conservation Bureau of the Hartford Chamber of Commerce used magnesium flares, a gas-saturated shanty, a bit of gasoline and oil, and finally an old sedan drenched with gasoline and crankcase oil, which they set ablaze and then spectacularly extinguished with the fog nozzle. Use of the nozzle in choking roaring blazes almost instantly was demonstrated by Mr. Kenneth Pitcher, who showed also how effectively the spray protects the user from the searing heat of the flames he is fighting.

★ ★ ★

**CONNECTICUT** Light and Power has subscribed for one million dollars worth of the short-term U. S. Treasury certificates offered for sale last month, according to President C. L. Campbell. The Treasury Department has issued about \$1,500,000,000 of the certificates, which bear one-half of 1% interest.

"We are anxious to cooperate with the Government's war effort in every



Lt. Col. Thomas L. Hapgood, Executive Officer, Hartford Ordnance District shows Allen employees, assembled for a War Production Drive rally, where hollow screws are used in the Garand rifle.

## ATTENTION! BADGE-USERS

Note the important advantages of the "Mastercraft" Badge-holder:

- ✓ Displays badge more prominently on any garment
- ✓ Saves wear and tear on both badge and clothing
- ✓ Easy to put on and take off
- ✓ Light, not bulky; simple construction
- ✓ Conforms to government requirements
- ✓ Eliminates employee objections to wearing badges
- ✓ Saves guard's time in checking employees
- ✓ Badge-holders tailor made to fit your type of badge

\* \* \*

The "Mastercraft" is the most widely used badge-holder in the East and is highly endorsed by many leading defense factories; also used in various government offices. Write for full details and samples.

### WINSTED MASTERCRAFT PRODUCTS

Winsted, Connecticut

## DRAW ON OUR STOCK

**NEW and USED OFFICE  
FURNISHINGS**

**STEEL and WOOD DESKS,  
CHAIRS and TABLES**

**FILING EQUIPMENT**

**DRAFTING TABLES**

**SAFES and LOCKERS**

**SHOP EQUIPMENT and  
Numerous Items Not Mentioned**

**BARNEY'S INC.**

HARTFORD, CONN.  
TELEPHONE 7-8129

way possible," Mr. Campbell said, "and the lending of one million dollars to the U. S. Treasury Department is one way in which we can help without impairing service to our customers." Mr. Campbell explained that the Treasury may not accept the Company's full subscription, since it reserves the right to limit sales in excess of \$25,000. The sum is part of the money realized from the Company's recent sale of preferred stock, which was raised to finance expansion of generating and transmitting facilities to furnish more power for Connecticut's industrial war activity.

★ ★ ★

**BERNARD KOFSKY**, manager of Thompsonville's office of U. S. Employment Service, states that the individual's ability to produce should be the sole test for employment in war production. He asked local employers to utilize fully every local labor resource, without regard for racial prejudices. "Employers should not leave machines idle on any shift because of an unwillingness to hire aliens merely because they are aliens," Mr. Kofsky said. "In order to win the war against the Axis powers we must beat them at the game of production, and to do this we must make use of every labor resource at our command."

★ ★ ★

**PRATT & WHITNEY** Division of United Aircraft has been awarded the Navy "E" for production achievement, marking the first time this honor was given to any company in the aircraft



field. Actual presentation of the "E" was made by Admiral Towers and received by H. Mansfield Horner, vice-president of United Aircraft and general manager of Pratt & Whitney Division. The burgee, first to go to an industry for aircraft production, is shown flying from a temporary staff on the speakers' platform.

★ ★ ★

**FARREL-BIRMINGHAM** of Ansonia has also received the coveted navy "E" award for its achievements in production for sea power. The award was made in the form of a letter to President Nelson W. Pickering from Secretary of the Navy Frank Knox.

★ ★ ★

**A SURVEY** made 15 weeks after Pearl Harbor showed 11 major lines of civilian production already under conversion or drastic curtailment orders

from the government. At the direction of the War Production Board, most have this choice: they must change over to manufacture of arms and munitions entirely, or disappear from the industrial picture for the duration of the war. The war effort now is employing almost 8,250,000 persons, but most of these are in shipyards, aircraft and munitions plants and ordnance works, building cantonments and defense plants, or working for individual companies which have war contracts but which are not handled by WPB on an industry basis.

Most of the converted civilian plants will require thousands of workers in addition to those on their present payrolls.

★ ★ ★

**APPROXIMATELY** 85,000 additional workers, both men and women, will be needed by state war industries in the next several months, as revealed in the first report made by the Engineering Management Defense Training Committee of the Connecticut Manufacturers Association. This number, which Association officials believe is a conservative estimate, will be needed to replace men called into the armed forces and provide personnel for expanding operations. The survey covered a summary of employment requirements of 205 manufacturers and shows these concerns will need about 24,000 workers. The actual statewide need may exceed 85,000, because the report does not include many of the larger industries unable as yet to estimate their requirements.

### "EVERY UNIT SHOWS GAINS IN OUTPUT SINCE WE ADOPTED WORDEN ENGINEERING RECOMMENDATIONS" . . . says a prominent manufacturer . . .

Reports covering scores of New England plants show that definite gains—in both quality and quantity of output—are secured with the help of Worden Engineers.

The "know how" of production engineering is making it possible for our clients to improve methods, conserve material and energy, reduce handling, combine operations, use more unskilled labor and substantially boost war production.

Your plant, too, should get the benefits of Worden Engineering Service.

Call us in and let us help you find the opportunities for improved production in your plant.

**The Worden Company, Statler Building, Boston, Mass.**

MANAGEMENT ENGINEERS — ORGANIZED IN 1931

*The only Engineering firm organized and operated exclusively for New England Industry.*



# EXPORT NEWS

By W. ADAM JOHNSON, *Foreign Trade Manager and Manager, Hartford Cooperative Office, Bureau of Foreign and Domestic Commerce.*

**Foreign Trade Meeting.** The May meeting of the Foreign Trade Committee is to be held on the 28th at the Quinnipiac Club, New Haven at 6:30 P. M. Anyone interested in foreign trade is cordially invited to be present.

★ ★ ★

**Canada's Training Program Provides Skilled Help.** Many thousands of trained men and women are being made available to Canada's war industries and the armed forces through industrial training courses and Army tradesmen's courses conducted by the Dominion Government in cooperation with the various provinces.

About 24,900 persons were trained in the Province of Ontario during the fiscal year ended March 31. Of this number 12,000 men and 4,000 women completed full-time industrial courses, 1,200 persons were enrolled in part-time courses, 5,500 enlisted men completed Army tradesmen's courses, and 2,200 took pre-enlistment courses.

A great variety of courses are included in the program of training and most all are conducted in municipally-owned technical schools which make available all of their facilities and operate on a 24-hour basis. Industrial classes are for periods of from 2 to 12 40-44 hour weeks. Trainees are paid subsistence allowance of from \$5.00 to \$13.00 a week depending upon marital status and place of residence.

The program is credited with helping to prevent a serious shortage of skilled labor at a time when most needed and during a period when war industries cannot spare time and machines for training purposes because of 24-hour operations.

★ ★ ★

## Cuba Increases Exports to United States.

Declared exports from Cuba to the United States during the calendar year 1941 reached the highest level in recent years to total \$172,819,972 compared with \$100,381,169 during 1940.

The Cuban Government has reported that inclusion of the statistics covering shipments to the United States valued at less than \$100 and certain mineral ores for which consular invoices are not required raises the value of the year's exports to \$181,220,419.

Sugar and molasses, valued at \$138,141,614, accounted for 79.9 percent of all exports to the United States during the year. Exports of all categories of tobacco were in larger volume than in the two previous years and were valued at \$11,315,415.

★ ★ ★

**Plans for Reviving Rubber Production in Panama.** The possibility of reviving rubber production in Panama is being investigated by the Government.

Apparently the idea originated with the Banco Agro-Pecuario, an affiliate of the Banco Nacional, whose officials have indicated that New York prices will be offered for wild rubber (*castillo elastica*). While no official steps have yet been taken, the statement by the bank has aroused considerable interest in Panama.

Many years ago Panama exported small quantities of rubber, but in recent years the industry has been dormant. Formerly Indians in the San Blas area brought in considerable quantities of balata which they extracted from the nispero tree. Meanwhile, experiments have been conducted in Panama and Costa Rica by the Goodyear Company with high yield strains of Hevea.

**British Government Proposes Post-War Credit for Armed Forces.** The British Government proposes to grant a post-war credit of six pence (approximately \$0.10) per day to persons of all ratings and ranks in His Majesty's armed forces and four pence (approximately \$0.06) per day for all members of the Women's Forces for every day of service from January 1 of this year.

Money so accumulated will be made available to the persons concerned at the end of the war in the form of a deposit in the Post Office Savings Bank.

The proposal is an outgrowth of the criticism that industrial workers in Great Britain not only have higher wage scales but can also look forward to the post-war income tax repayments.

★ ★ ★

**Egypt Restricts Parcel Post Imports.** Parcel post packages now entering Egypt require import permits unless they are "addressed to individuals for their personal use".

Last October the Egyptian Government issued an order imposing certain import restrictions, but specifically providing that parcel post packages did not require import permits. In practice it was found that commercial importers were making excessive use of parcel post to avoid import restrictions. For example, it was found that importers had ordered large quantities of luxury merchandise for parcel post shipment, one instance involving 400 cameras and another a sizable quantity of lipsticks. The new regulation has resulted in the cancellation of a number of such orders.

The Egyptian authorities take the view that the shipping space occupied by mail bags containing commercial parcel post will be better utilized if used for materials urgently needed by the country.

★ ★ ★

**Exportation of Egyptian Pulled Wool Prohibited.** Increased demand for Egyptian wool, particularly from the local blanket industry supplying army requirements, has resulted in refusal on the part of the Egyptian Government to grant permits for the exportation of pulled wool. The exportation of clipped wool has been prohibited since the beginning of 1940.

The trade estimates that pulled wool exported in 1941 totalled between 800 and 1,000 tons, a comparatively slight decrease compared with 1940. The

United States is said to have been the country of destination for by far the largest quantity.

It is estimated that the number of sheep in Egypt (1,918,846 according to the 1937 census) has increased by a small percentage.

★ ★ ★

**Demand for Harness and Horse-Drawn Vehicles in Canada.** Demand for harness and horse-drawn vehicles in Canada has been occasioned by the wartime restrictions on gasoline and tires and cessation of manufacture of light delivery trucks.

Plans to revert to horse-drawn vehicles for delivery of merchandise are being considered by every class of merchants, although it is realized that facilities for stabling and for providing the vehicles will have to be started from scratch.

Canadian manufacturers of harness and allied products have heretofore been able to meet the local demand with little need for imports from outside sources. Indications are that the current heavy demand will create an import market of considerable proportion.

The market for horses in Alberta and other western provinces of Canada is reported active and attracting buyers from areas in the Dominion as well as from the United States.

★ ★ ★

**Shoppers Observe Price Violations in Canada.** Cooperation of shoppers in Canada is being encouraged by the Wartime Prices and Trade Board to detect violations of the ceiling price regulations which have been in effect since December of last year.

About 25,000 copies of a price ceiling booklet have been issued officially and without cost to shoppers, mostly women, since March 1. This booklet which is designed to assist the shopper in keeping a record of prices paid for ordinary purchases, is arranged to permit ready listing of articles purchased; size, brand and quality; date purchased; where purchased; and basic or last price paid.

While it has been emphasized that shoppers are not being employed as police to inform on violators of the regulations, it has been pointed out that women of Canada who comprise 85 percent of the buying public can render effective service in observing the course of retail prices and cooperate in maintaining the Board's policies.

**Order Issued Implementing English Waste Rubber Salvage Campaign.** A recent order has been issued by the British Minister of Supply in furtherance of the nation's Waste Rubber Salvage Campaign. The purpose of the campaign is to collect the nation's resources of scrap rubber, with the aid of local authorities and dealers, for utilization by reclamation or other means. The Order establishes maximum prices in respect of every type of waste for the different classes of purchaser-reclaimer, certified waste merchant, and dealer. It also prohibits the use of waste rubber, except under license, by anyone except a reclaimed rubber manufacturer, or in the case of old tires, a tire retreader.

A further Order places under license the treatment, use or consumption of crude rubber.

★ ★ ★

**Canadian Plumbing and Heating Industry Standardizes Products.** Important advances have been made by the Canadian plumbing and heating industry in standardizing their products by eliminating sizes, styles and patterns and concentrating on lighter weights.

Requirements for the Navy are among the principal products now being produced by the brass section of the industry. This work, to a large extent, is compensating for the enforced elimination of many non-essential items, produced during times of peace.

## IMPROVED DIET

(Continued from page 13)

forced to adjust themselves to harder manual work, more concentrated effort and longer hours. Inadequate transportation, poor housing, overcrowding, insufficient cooking and sanitary facilities will test the strength and stamina of the toughest. It is essential therefore that their diet be adequate. The efficiency of employees in industry is a matter of the greatest importance.

May I again quote what another authority, Dr. Frank G. Boudreau, Chairman of the National Committee on Nutrition in Industry, has to say of this aspect of the nutrition problem:

"Modern warfare depends on industry just as much as on armies, navies and air forces.

Soldiers, sailors, and air pilots have been subjected to thorough medical examinations before their induction into the armed forces. Workers, whose tasks may be just as important and exacting are employed after the most cursory inspection.

"Once inducted into the armed forces, the most favorable conditions are provided for selectees in the way of housing, medical care, diets, and physical education. Once employed the worker in a key industry gets along as best he can largely by his own efforts. Some care is taken to shield him from accidents and industrial poisons, but in matters of housing, transportation, medical care outside of working hours, and particularly in the extremely important matter of diet, he must fend for himself.

"This would be of small importance if working men as a rule were known to consume adequate diets. Unfortunately quite the opposite is true. Stiebeling has reported on the diets of employed workers' families in different regions of the country. Diets were classified as good if they provided a generous margin of safety in all nutritional essentials; as fair if they met average minimum requirements with an uncertain margin of safety; as poor if they failed in one or more respects to meet average minimum requirements. Only 26 per cent of the workers' families had good diets, the diets of 45 per cent were fair, and of 26 per cent poor. According to regions, poor diets were least common in Pacific Coast cities (approximately 12 per cent), most common in the South (40 per cent in whites, 70 per cent in Negroes) and intermediate in the North Atlantic region (20 per cent).

"Nutritional deficiency diseases prevail in many parts of the country. Beriberi is commonly regarded as a disease of Eastern countries, but the late Dr. Soma Weiss of Harvard and others found many cases in this country. In these cases, in addition to neuritis, Dr. Weiss observed certain cardiovascular manifestations, which were said to be more common among the patients coming under the care of a hospital in Boston, than congenital heart diseases or subacute endocarditis. Pellagra prevails widely in the South, where nutritional edema may also be found in some 15 per cent of hospital patients. Nutritional anemia is exceedingly common, while scurvy, rickets, and other specific deficiency diseases are found in comparatively small numbers over the country.

"There must be a wide range between the mildest forms of malnutrition and frank cases of the deficiency diseases. Workers are now exploring this territory more and more thoroughly. On the one hand investigators have shown that in laboratory animals amounts of the so-called protective foods over and above what have been considered to be the normal requirements, produce indications of more abounding health in the way of more rapid and greater growth, a larger proportion of successful female matings, longer maintenance of the prime of life, and in some instances significantly longer life. Working from the other end of the scale, investigators are learning to detect the earliest signs of nutritional deficiencies, such as sore lips and very mild inflammation of the cornea of the eye, both characteristics of a deficiency of riboflavin.

## A Nutrition Study

"I am in a position to give a preliminary report on the nutrition of a group of WPA employees who were employed in clerical and laboratory work in New York City.

"The group numbered 151, both sexes being represented. Over 26 per cent were deficient in ascorbic acid.

"As for hemoglobin, over 12 per cent were less than normal for sex. Nearly 7 per cent or 118 of the group were deficient both in hemoglobin and ascorbic acid.

"Marked inflammation of the cornea was found in 11 of 130 persons examined; milder forms in 18, giving a total of 29 persons or 22.3 per cent of the group with these indications of riboflavin deficiency. Other deficiencies were also found, but I am not yet in a position to report on these.

"The members of this group showed plainly in their work the results of the nutritional deficiencies from which they suffered. When certain of these deficiencies were treated with large doses of the required nutrient, the results were striking. Moreover the longer they had been on WPA the less likely were they to show deficiency. I interpret this to mean that those who are on relief or irregularly employed are more apt to suffer from malnutrition than those who have been working regularly and receiving a regular income from WPA. It should be noted that the food stamp plan had not been available to this group.

"Poor diets are apt to be deficient in more than one essential. Thus persons who suffer from pellagra because of a deficiency of nicotinic acid are apt to show signs of deficiency in thiamin and riboflavin as well. A diet comparatively low in several essentials may produce a condition which may and often is mistaken for neurasthenia. There is a rapid return to good health when the patient is put on a diet rich in all the essentials.

"In the case of industrial workers we are particularly interested in working capacity. Our industrial production on which we must depend for the defense of democracy here and abroad, is no stronger than its weakest element, which may turn out to be the industrial worker. The fittest men and women are needed to operate the modern industrial machine.

"A good diet, that is one which is rich in what are now recognized to be the dietary essentials, is basic to good health. Good health in its turn promotes working capacity and

decreases accidents and absenteeism.

"The work of Williams and his co-workers illustrates the effects of a nutritional deficiency. These workers maintained a group on a thiamin-deficient diet for almost three months. Fatigue, lassitude and loss of interest in food developed early and increased progressively. *The more active the person the sooner did severe symptoms develop.* Other symptoms encountered were depressed mental states, generalized weakness, dizziness, backache, soreness of muscles, dyspnea, insomnia, anorexia, nausea, vomiting, loss of weight, roughness of the skin and atony of the muscle. Capacity for muscular work fell progressively, and there were indications of weakened heart action.

"In an article on 'Trends in Nutrition' in January 18, 1941 issue of the *British Medical Journal*, Sir John Boyd Orr writes as follows: 'The improvement of the diet of workmen whose diet was not previously up to the standard for health is followed by increased output without any conscious increased effort and also by a reduction in the number of accidents. Many factories are now providing a meal for employees. It is likely that, as part of the national effort for increased output of war material, the provision of a meal will be made compulsory in all factories and measures be taken to insure that the meal is on the lines of the Oslo breakfast, which will make good the deficiencies of the portion of the diet eaten at home.'

"It should be explained that the Oslo breakfast consists of milk, bread or biscuits, butter and raw fruit or vegetables. It has the important advantage of requiring no cooking or preparation. In this country the bread should be made from enriched flour or whole wheat."

### Connecticut's Approach

In view of these observations what is Connecticut doing to meet the problem of nutrition in industry?

First, an extensive state wide educational program is under way by the State and local nutrition committees. At present in metropolitan Hartford alone over a thousand women are at-

tending or have attended since December 7, 1941, 28 nutrition courses.

Second. The State Committee on nutrition in industry makes the following recommendations:

1. That each manufacturer determine whether the present lunch room service, which he provides for his workers, adequately meets their needs as to the use of sufficient protective or building foods.

2. The serving of supplementary and between meal lunches featuring milk, tomato and fruit juices, meat, egg, cheese and lettuce and tomato sandwiches.

3. The distribution of nutrition posters, and leaflets with the use of exhibits and moving pictures.

4. That the manufacturer make use of the consulting service offered by expert nutritionists and dietitians who stand ready to visit the cafeteria at any plant and check on the character or adequacy of the diet or to make suggestions for improving the preparation and serving of the food.

5. The possible use of surplus commodities by the employees and their families.

6. The nutrition committee itself will welcome the opportunity to advise or answer the queries of any interested manufacturer.

For information telephone or write the Secretary of the Connecticut State Committee on Nutrition in Industry, Mr. W. Adam Johnson at the executive offices of the Manufacturers Association of Connecticut, 436 Capitol Avenue, Hartford.

## BETWEEN COVERS

The threat of war to our own shores is reflected this month in new titles at the BUSINESS AND TECHNICAL BRANCH LIBRARY, 730 Main St., Hartford.

"The Specter of Sabotage", by Blayne F. Matthews, presents a clear picture of the weapon of modern sabotage and its threat to wartime production. Of interest to management is the workable plan outlined by the author for industrial plant protection.

"Civilian Defense of the United States", a comprehensive manual prepared by Col. R. Ernest Dupuy, G.S.C.,

describes the organization and duties of the volunteer services, as well as the effect of total war on a civilian population. There are chapters on shortages in civilian goods, methods of the saboteur, the function of propaganda, and morale building.

The U. S. Office of Civilian Defense has prepared three pamphlets of particular value to industrial concerns. "Protective Concealment" presents the problem of effective camouflage of military objectives, with a discussion of the very latest methods and materials now in use. "Blackouts" gives detailed plans for blacking out large industrial buildings, and "Protection of Industrial Plants and Public Buildings" proposes an organization plan for plant protection in air raids.

Two recent books valuable in indus-

trial expansion and employee training programs, are "New Techniques for Supervisors and Foremen", and "Do You Want to be a Foreman?", both by Albert Walton. The author is well versed in his field, is a mechanical engineer, and also holds a doctorate in psychology.

The first of these two books is a practical application of the methods of modern psychology to the management problems of modern industry. The second title is designed to acquaint the foreman with his position in the organization, and with the duties of supervision. It includes excellent chapters on dealing with men, adjusting grievances, and production planning.

"Armament Production Policies" published by the New York Post of the Army Ordnance Association, an-



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swers vital questions for executives and engineers in defense industries. The forms of government bids, tax provisions on government contracts, government aid in procuring additional plant facilities, obtaining financial assistance, types of government contracts, and labor provisions on government contracts are a few of the topics arranged conveniently for reference.

"Your Career in Defense" by Shelby C. Davis is a handbook of opportunities in defense work for every citizen, no matter what his present occupation, sex, or age group. A handy table of jobs classifies and explains each one and indicates the skill it requires.

New accounting titles include "Solutions to C. P. A. Problems" by Taylor and Miller. This is a new edition of a standard work, presented "in accordance with sound accounting theory and good practice," but with regard for existing differences in technique. Another, "Elementary Accounting" by George Newlove, a revised edition, gives accounting knowledge fundamental for those desiring an introduction to the subject, or aid in systematizing their personal accounts.

"A Handbook on Bankruptcy" by A. Lincoln Lavine assists the layman to familiarize himself with the recent revisions in bankruptcy laws.

"Motion Study" by Herbert C. Sampter is a simple, concise study of work analyses, designed to suggest new methods and to improve existing ones through the use of flow charts.

Of interest to shippers and exporters, is "Bonnell's Manual on Packaging and Shipping", a complete reference source for all information on materials han-

dling, packaging, loading, and shipping. It includes valuable tables for export packing, types of containers, marking, and has good "buyers' guide" and "trade name" sections.

"Advertising Procedure" by Otto Kleppner appears in a new edition, with much material added on present day practices. It is a standard work on the preparation of copy, advertising media, and campaign procedure. An appendix gives full text of federal laws affecting advertising.

A book which every business man should read is "How to be a Hero to Your Secretary." It tells how to be human though harassed—how to be a good executive, how to work in harmony with a secretary to keep the office efficient and productive. It is written with a lighthearted touch but in dead earnest by Gladys Torson, author of "Ask My Secretary."

strength than they possess, or for the purpose of simplification it has been split up into several different jobs. The great majority of concerns appear to be using male supervisors for women workers, the main reasons being that few women seem to have the technical knowledge or leadership qualities necessary, and that women prefer to work for men. Statistics reveal that absenteeism among women is 60-90 percent higher than among men; also they fatigue more quickly, particularly on standing jobs, and therefore need regular rest periods.

### Procuring Women Workers

As every manufacturer knows by now, thousands of young, unattached men will be taken from their work in the coming months (unless they can be proven indispensable) for military and naval service. At the same time many vital war producing companies are expanding their plants, for which new personnel will be wanted. Already the supply of unemployed men in the state is practically exhausted, and housing facilities are inadequate to care for out-of-state workers, even if they were available.

To furnish the only solution for this crucial lack of manpower, the Women's Employment Mobilization Committee, a subcommittee of the State Defense Council, cooperating with the Employment Service, conducted early this month a voluntary registration of women for employment in wartime industry. In most Connecticut towns registration was done in connection with the issuance of sugar rationing books. The "Work for Victory" cards filled out were not applications for jobs, but merely indications of willingness and availability for work. These cards have been routed to the 18 district Employment Service offices, which will interview volunteers as needed. In charge of the registration for the Defense Council was Mrs. Cecilia Lasbury, who heads the Women's Division.

Unless this voluntary mobilization succeeds, Connecticut and perhaps the nation may have to resort to outright conscription. In any case, the employment needs of war industries in the state will not be fully met until manufacturers appreciate the necessity of depending upon women for replacements and planning for their widespread use, and until women themselves who are not now contributing to the "victory program" take to heart the call for their services.

### NEED OF THE HOUR : WOMEN WORKERS

*(Continued from page 7)*

manufacturers encourage pre-service training. (3) That serious consideration be given to four hour shifts for women.

#### Considerations in Employing Women

Industrialists with long experience in employing female workers know that women must, for the best production results, be handled and directed differently from men. Specifically how is hard to express in a few words. Suffice it to say that they usually require more regard for their feelings and emotions; that they usually can be depended on to work more conscientiously, especially on repetitious work; that they usually have an excellent group sense, making them able to work together easily and often with a friendly spirit of competition. In selection it is important to realize that because of their gregariousness women judge a concern largely by the sort of persons with whom they will work.

Apparently, employers generally feel that women should receive equal pay for equal work. Yet in practice this attitude rarely works out, primarily because on most jobs women do not do exactly the same work as men did. Either the job requires more physical

# TRANSPORTATION

By N. W. FORD, *Traffic Manager*

**ODT General Order No. 1.** The Office of Defense Transportation has released its first general order, ODT No. 1, which establishes minimum weight limits on loadings of cars carrying less-than-carload freight. This order fixes a minimum weight limit of six tons on loadings of cars containing less-than-carload freight, commonly known as merchandise freight, effective May 1. On July 1 this minimum allowable weight will be increased to eight tons per car and on and after September 1 to ten tons per car.

Under the terms of the order, the rail carriers are required to divert merchandise traffic to other carriers—rail, highway or forwarded—before it has been on hand for forwarding more than thirty-six hours on account of insufficient traffic to load the minimum required. All types of carriers are required to accept and transport shipments as diverted.

The carriers are directed to formulate plans designed to accomplish the purposes of the order by one or more of the following methods: (1) Through establishment by individual carriers of regular sailing days on merchandise car lines; (2) Through establishment by competing carriers of alternate car sailing days; (3) Through agreement between carriers to exchange their merchandise traffic movements; (4) Through formation by two or more carriers of a pool of merchandise traffic or revenue; (5) Through arrangements for joint loading or joint operation of merchandise service; (6) Through appointment by any carrier or group of carriers of one or more agents to handle their merchandise traffic and, so far as necessary, to co-ordinate traffic movement.

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**Joint Bill of Lading Investigation Reopened.** The Interstate Commerce Commission has reopened the bill of lading case, Docket 4844, in compliance with a petition filed by the National Industrial Traffic League. In its petition, the League urged the Commission to prescribe a common form of bill of lading which might be used separately or jointly by rail or motor carriers (exclusive of traffic of water carriers under Part III of the Act).

The time and place for the hearing in this proceeding have not been as yet announced by the Commission.

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## Use of Tank Cars Under 100 Miles Stopped.

At their own request, the oil companies have been directed by Harold L. Ickes, Defense Petroleum Coordinator, to stop short-hauling of oil by rail tank car over distances of less than 100 miles. They have been ordered to load and unload tank cars seven days a week and load, unload and operate motor trucks on a 24-hour-a-day basis. The three specific steps were part of a comprehensive plan proposed by the oil industry itself and approved by the Petroleum Coordinator, who issued a directive order calling on the industry to carry out the program. Other phases of the plan were designed to relieve the industrial fuel oil situation in the east.

★ ★ ★

**Ex Parte MC-31 and MC-2200 Postponed.** The Interstate Commerce Commission has ordered that the effective date of the order of July 24, 1939 in No. MC-2200, Acme Fast Freight Inc. et al. Common Carrier Application, as postponed from time to time to April 15, 1942, be further postponed to July 1, 1942. The effective date of the order of May 7, 1940 in Ex Parte MC-31, Tariffs of Forwarding Companies, as postponed from time to time to April 15, 1942, has been further postponed to July 1, 1942. In all other respects the orders shall remain in full force and effect.

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**ODT Urges Voluntary Improvement of Pier Conditions.** The Office of Defense Transportation has warned the steamship lines, shippers and motor carriers that they must effect a maximum flow of traffic through the port of New York or the ODT, exercising its war-time powers, would "step in and run the show".

The results achieved thus far by the Truck Pier Coordinating Committee were said to be far from satisfactory. This committee was formed more than a year ago in an effort to relieve the congestion. It is composed of repre-

sentatives of shippers, motor carriers and steamship lines, with Mr. W. L. Thornton, Jr., traffic manager, of the Port of New York Authority serving as chairman. In a conference with the committee, E. J. Buhner, an ODT representative, told the representatives of the committee that any plans formulated by them could be referred to ODT and, if approved, could be made mandatory and enforced with the wartime authority vested in the federal agency.

Among the plans under consideration by the committee are: (1) the issuance of permits by the boat lines to authorize a motor carrier to drive onto the piers, (2) establishment of a minimum load for each truck permitted on the piers, and (3) the fixing of a maximum time in which a motor carrier would be permitted to unload after arrival at a pier.

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**Dunnage Allowance in Closed Cars.** Although the railroads have consistently declined to provide for a dunnage allowance to protect freight loaded in closed cars, they have now authorized an amendment to Rule 30 of Consolidated Freight Classification No. 15, whereby, effective May 5, 1942, (a) an allowance of actual weight but not in excess of 250 pounds will be made for dunnage used in closed cars when cars are loaded 25 per cent or more but less than 50 per cent above the carload minimum weight; and (b) an allowance of actual weight but not in excess of 500 pounds for dunnage used in closed cars will be made when cars are loaded 50 per cent or more above the minimum carload weight. No allowance will be made for dunnage used in connection with bulk freight in closed cars nor will any allowance be made unless shipper certifies on shipping order and bill of lading as to actual weight of dunnage as follows: "This is to certify that actual weight of dunnage used in this car is ..... pounds." The purpose of the allowance is, of course, to induce heavier loading.

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**Increased Gross Weight of Motor Vehicles Allowed in Connecticut.** Acting upon a request initiated by a group of common carrier motor truck operators, which was endorsed by various manufacturers, the State Highway Department will, upon application from the owner, issue a special permit

whereby a truck now registered for 40,000 pounds gross weight may carry an additional 5,000 pounds provided at least 50 per cent of the load is composed of war materials. There will be no charge for the permits, which will be issued only for trucks equipped with 1,000/20 tires. The axle loading for a gross weight of 45,000 pounds must not exceed 22,000 pounds and the permits will apply only on trucks having three axles; in other words, the vehicles ordinarily referred to as tractor-trailers.

While all permits will be issued as promptly as possible by the Highway Department, this will be done with the understanding that the owner of the vehicle will have it inspected on or before June 1, at any of the regularly

established safety lanes. The permit issued by the Highway Department must be carried on the vehicle for which it is issued. A separate application must be filed for each vehicle.

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**Exemptions from Overtime Rule.** According to a position taken by the Wage-Hour Division of the Labor Department, mechanics, loaders and drivers' helpers, as well as drivers, who are employed by common and contract motor carriers, are exempt from overtime provisions of the Fair Labor Standards Act. However, L. Metcalfe Walling, wage-hour administrator, in revising the Division's Interpretative

Bulletin No. 9, did not alter the Division's stand on exemption of private carriers' employees, holding that only the drivers for such carriers are covered by the exemption provision.

The new interpretation was issued in view of several court decisions that motor carrier employees, for whom the Interstate Commerce Commission has power to establish qualifications and maximum hours of service, were exempt from the labor law's provisions governing hours of work. The Division had heretofore held that drivers were the only motor carrier employees exempt from the overtime provisions due to the fact that they were the only ones for whom the Commission actually had prescribed maximum working hours.

## ACCOUNTING HINTS

(Contributed by Hartford Chapter, N.A.C.A.)

**Comparative Statements:** Many corporations have made a practice of showing in their reports to stockholders the results of operations in comparative form, using for the purpose the results of one or two preceding years. The question arises as to the value or usefulness of such comparative figures in a period of extremely abnormal conditions. The enhanced volume of production is largely attributable to the tremendous requirements and demands of governmental work and does not reflect the results of any special sales accomplishment; in fact, in many instances the sales forces have been recalled and many long standing and faithful customers are perforce ignored due to the operation of priorities. Advertising campaigns have been cancelled to the extent that entire agencies have been disbanded.

In similar manner comparative operating costs are meaningless in emergency periods when all effort is directed to accomplishing an end, practically regardless of costs. The management is operating under many conditions which are beyond its control; material costs are determined by outside boards or committees, labor is precarious, competition for man power is abnormal, and acquisition of new or improved equipment is difficult if not

impossible. Analyses of increased costs may be interesting to management but there is little that can be done about it. The results achieved for the year may show fabulous increased profits, but they are more than overcome by the accompanying increases in taxes. Under such conditions it is a question whether comparative statements are useful, or harmful and misleading. There are other conditions and limitations involved in the interpretation of current financial statements which do not exist in normal times.

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**Special War Reserves:** All costs and expenses incurred in converting a plant to war production will readily be lodged in the operating accounts and taken as deductions in the current periods when income is being derived from such sources. When this period is ended, however, further costs and expenses will inevitably be incurred in order to recondition and to restore the facilities to their normal or pre-war status; such post-war expenditures by and large should just as equitably be regarded as part of the war production expenses. The experiences during and after the World War of 1914-18 amply demonstrated this fact. It is urged that management give serious

consideration to this prospect and authorize the current establishment of special reserves out of war earnings for this purpose regardless of the fact that such amounts would probably be questioned or disallowed for income tax purposes. The appearance of such reserves in the financial statements would give suitable recognition to an accruing need and at the same time make stockholders cognizant of the problem confronting the management.

Other suggested purposes for which the establishment of special war reserves might be considered are: accelerated depreciation of equipment due to operation of additional shifts and less skilled operators; obsolescence due to new inventions and improved methods and equipment developed to meet the production requirements for the emergency; losses from inventory adjustments and disposals at the termination of the war; inadequate maintenance and repairs, postponed in order not to interfere with war production.

★ ★ ★

The annual Open Forum on cost and accounting problems will be held by Hartford Chapter, N. A. C. A., on Tuesday, May 19. L. S. Zahronsky, Treasurer, Wiremold Company, Hartford will preside at the meeting.

# LEGISCOPE

By RICHARD F. BERRY

## National Labor Relations Board Loses on Shipboard Strike Order.

The ancient and fundamental doctrine that the Captain is the absolute master of his ship received bare majority acceptance by the United States Supreme Court recently. The Court reversed the Board's order compelling reinstatement of seamen who had been discharged because of strike activities aboard a vessel tied to the wharf at Houston, Texas.

The Board based its decision on the ground that there is a distinction between strikes at sea and at dock within the prohibition of the federal laws regarding mutiny, and that, assuming the strike was illegal, still it (the Board) had discretion to order reinstatement when the employer had committed an unfair labor practice.

The Court held that the locus of the ship was immaterial as far as the illegality of the strike was concerned, and that the Board's discretion did not extend to the point of single-mindedly ignoring other Congressional objectives.

Amazing it is that four members of the Court,—Reed, Black, Douglas and Murphy—dissented from this decision. This decision marks the third instance wherein the Board's attempted exercise of discretionary authority has been flouted by the United States Supreme Court. The other two cases involved the famous sit-down strike decision and the denial of the Board's right to order reimbursement to Government relief agencies which had extended benefits to workers on strike.

★ ★ ★

**Union Maintenance Illegal?** A wave of controversy has begun over the effect of a decision of the United States Supreme Court holding a closed shop contract invalid when it followed an oral agreement by the employer that all new employees had to join the union as a condition of continued employment.

Despite the fact that the union had been designated by a majority of the employees as their bargaining agent, such an agreement came, according to the decision, within the prohibition of Section 8(3) of the NLRA which invalidates a closed shop contract when

the employer has assisted a union by encouraging membership therein.

The Court argued that the result of employer interference prior to the execution of a closed shop contract as soon as a bare majority of employees had selected their representatives, would be the type of company union coordination which the NLRA forbids.

Thus the question is whether any types of union security and preferential shop contract or check-off agreement are to be considered illegal by themselves, or only when they are forerunners to a closed shop agreement.

A logical argument can be made that any clauses in union contracts short of providing for 100 per cent closed shop may be invalid if the effect is to encourage union membership. This argument is supported not only from the standpoint of this decision but also, in the light of it, by the very terms of Section 8(3) of the Act.

★ ★ ★

**Confusion Added.** If the above decision and the arguments that may be inferred from it do not present a sufficient dilemma for an employer, the confusion is completed upon an examination of the recent activities of the War Labor Board. Although the Board has not as yet taken a definite stand on the closed shop issue, and has even in one instance refused to accede to a demand for a closed shop, still its most recent ruling would indicate that in the future a closed shop contract or something very much akin to it will be generally demanded by the Board.

This decision, made as a result of a clear cut demand for a closed shop, provided that present members of the union should remain members in good standing; that employees who were members when negotiations opened and since became delinquent must rejoin the union; and that the penalty for failure to remain a member in good standing should be either discharge or submission to a compulsory check-off with loss of all seniority rights. Thus, although the Board has always contended that each case coming before it is decided on its own merits, if this decision is generally followed it will have the effect of nullifying the principles of the Wagner Act

insofar as the privilege of organization and free choice is provided for therein. However, this effect would not be surprising as the War Labor Board has already indicated that its decisions should control whenever they came in conflict with the Anti-Trust Laws.

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**Wage and Hour Notes.** An interesting decision has been rendered by the New Mexico District Court. In this case an employee prior to the enactment of the Act had been receiving a definite monthly wage. After the Act became effective the employer entered into an agreement with the employee, still guaranteeing the monthly wage but providing that the rate of pay per hour and the number of hours to be worked during any one particular week were subject to change from time to time. The result was to increase the hourly rate when hours were reduced and to decrease the hourly rate when the hours of work were correspondingly increased. The Court held that in so far as the employer had paid overtime on the basis as prescribed by the Act the employee was precluded from recovering any more compensation.

The decision was contrary to the argument of the Wage and Hour Division which was that hourly wage rates could not be manipulated in such a manner that total earnings remain constant regardless of the number of hours worked. It would not be advisable, however, to inaugurate any such plan on the basis of this one decision. Past experience has shown that particularly in regard to Wage and Hour questions the safest procedure to adopt is to await treatment by the United States Supreme Court. A good example of the conflict which may exist among the Federal Courts is shown by the unsettled law in regard to wholesalers. The Wage and Hour Division has always contended that as long as a wholesaler receives goods from another state it is subject to the Act regardless of the fact that it confines its activities to strictly intra-state deliveries. At the present writing four Federal Courts have agreed with this contention whereas fourteen Federal Courts have refused to concede this argument.

(Continued on page 35)

# BUSINESS PATTERN

The fifth consecutive monthly rise since last November was recorded in the index of business activity in Connecticut for March. The Connecticut index stands at an estimated 86.2% above normal, up fractionally from the preliminary February figure. For the United States, a similarly slight increase brought the index to an estimated 30.5% above normal.

The employment curve continued its rise in March, the index halting at an estimated 65.5% above normal. The already near capacity scope of industry operations within the State, together with the necessity of relocating each month workers displaced by priorities and material shortages before a net employment gain can be recorded, has sharply reduced the rate at which the employment index had been climbing in past months. Nevertheless, as new

plant facilities and equipment are made available, all or the major part of the estimated 125,000 workers, which a recent survey has indicated as being the possible labor requirements of Connecticut industries before the year end, may be placed, thereby providing continued impetus to the index. Most potentially cheering employment note of the month comes in the announcement that eleven rubber companies in five different cities, normal employers of 12,000 workers, are attempting to secure the means whereby they may jointly operate a synthetic rubber plant in the New Haven area.

The manhours index rose in March to an estimated 126.9% above normal. Contributing to the rise were percentage increases in Bridgeport and Bristol which were larger than those shown for either city over the past six

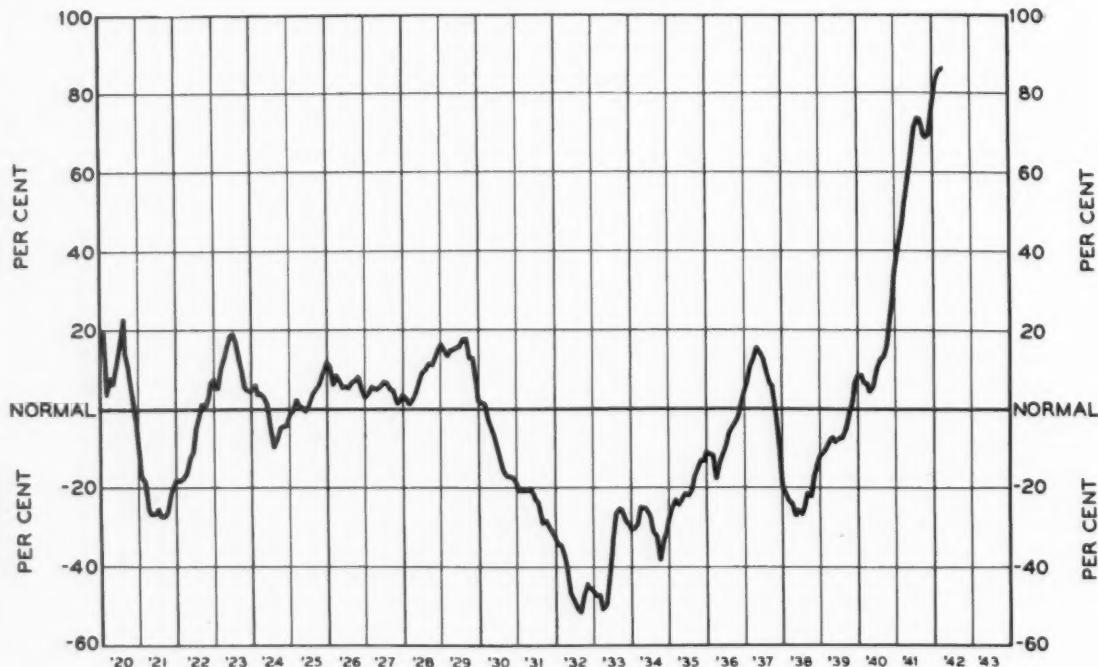
months. Reflecting the increased hours worked per week per worker is the fact that average earnings per male employee in Connecticut for the latest reporting period are almost \$9 over the United States average, while the female average weekly wage is more than \$4 above the female United States average.

More than 8,400 bales of cotton were consumed by Connecticut mills during the month of March. Percentage comparison shows an increase in consumption of 6% over March, 1941. Still more indicative of spinning activity is the fact that cotton consumed in the first quarter of 1942 rose 11% over the same 1941 period.

Average daily carloadings originating in fourteen Connecticut cities fell off sharply in March, the index declining to 40.9% above normal. Loadings

(Continued on page 34)

GENERAL BUSINESS IN CONNECTICUT COMPARED WITH NORMAL



## MAN-POWER OF THE HANDICAPPED

(Continued from page 11)

been substantiated according to country wide experience. One large company, for instance, employs at least 10,000 handicapped workers, including the blind, and yet reports that it has the lowest compensation insurance rates in the automotive industry.

Even if the contrary were true and the accident risk were considerably higher, the nature of our national emergency may become such that a greater risk would be incurred if large groups of the handicapped were not utilized in accordance with their capacities in producing war materials.

The size of the available group of physically handicapped in the country may be understood from the reliable report that each year 800,000 persons incur various forms of permanent physical impairments as the result of industrial and non-industrial accidents and from disease. On this basis Connecticut's share would be more than 15,000 persons annually.

As regards types of physical defects, there will be found in such a group persons who are crippled, deaf and hard-of-hearing; persons with vision and heart defects; persons who have had Tuberculosis or other diseases, the effects of which have become arrested or cleared except perhaps for the stigma attached to the diagnosis; and persons left with some restriction of activity from many other conditions human beings are prone to encounter.

More than a year ago, the Manufacturers Association of Connecticut anticipated the need for man-power and sponsored a program to meet the situation. Various committees were formed, one dealing with "Employment of the Physically Handicapped."

Representatives of the State Employment and Rehabilitation Services were appointed to work with this committee. Sub-committees of local Manufacturer's Associations were formed in Hartford, New Haven and Waterbury. Lists of available workers with physical defects were submitted to these local associations. Many persons were hired, and are now working in war production as the result of this program.

As the war situation became more acute, it seemed desirable to find a means of intensifying this effort. Also

since the search for workers would presumably reach deeper into areas of physical imperfections, formerly not considered feasible of contributing to the war effort, the idea of conducting Rehabilitation Clinics in the larger industrial centers of the state developed. An adequate staff of rehabilitation workers was not available at the time, but action was indicated, the job needed to be done, and it was therefore started.

Rehabilitation discussed the idea with the Manufacturer's Association of Connecticut and secured endorsement of the plan. This plan was then presented to the Connecticut State Medical Society, and the cooperation of that body secured. Psychologists at Yale University and at Trinity College were called into consultation and action.

Within less than a month three clinics were held, the first in New Haven Hospital on March 12th, the second at Trinity College in Hartford on March 20th, and the third at the State Trade School in Bridgeport on April 7th. A fourth is scheduled for New Haven on April 16th and several more are already in process of development.

Approximately 25 physically handicapped candidates, representing a wide variety of physical defects, are selected for each clinic. The Rehabilitation Clinic principle is medical, psychological and employer guidance to determine the "man-power" of each physically handicapped potential worker presented for consideration.

In other words, positive medical, psychological and occupational factors are presented to a group of personnel men who discuss each individual problem, interview as a group each individual candidate, and determine action to be taken to fit the worker into a job on the production line in the shortest possible time. These clinics have been developed specifically to recruit potential workers in war industries.

These are not placement clinics, and yet it is inevitable that candidates found ready for employment should be given consideration by one or more of the personnel men present at the clinic. In such cases, the candidate is referred to the plant employment office by a representative of the U. S. Employment Service for Connecticut who is invited to each clinic to handle all such referrals.

The results of Rehabilitation Clinics held thus far have approximated the same pattern as far as action taken was concerned. That is, 50% of the candidates

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dates presented have been referred to employers; 25% have been found in need of short intensive training programs, mainly of a defense nature; 15% have required further medical or psychological study before their vocational adjustment could be completed; and 10% need artificial appliances.

The Workmen's Compensation Commissioner for the District is invited to

attend each Rehabilitation Clinic in the capacity of advisor. Also invited for the same purpose is the local representative of Defense Training, and an artificial appliance representative. Thus, recommendations made can be expedited and the required action taken as regards arranging for training, appliances or other rehabilitation services required.

The operation of Rehabilitation Clinics is only one phase of Vocational Rehabilitation service provided by the state, the original purpose of which was the vocational readjustment of workers injured in the course of employment. Until recently facilities have not been available to give this phase of rehabilitation the attention it deserves.

Workmen's Compensation officials furnish Rehabilitation with reports of all industrial accidents in the state. It is not always possible to determine from these reports the nature and extent of injury; whether the worker has been or will be returned to employment, the injury not preventing performance of the duties of the old job; whether some form of vocational adjustment will be required prior to the worker's re-employment; or whether Rehabilitation could offer some service that might decrease the difficulty of job adjustment.

Employers usually know soon after an accident whether the injured employee will present a vocational problem as regards re-employment. If a plan of rehabilitation can be developed soon after convalescence of the injured worker, the return to a suitable job may be accelerated, not only preventing malingering, but perhaps insuring a more complete vocational adjustment for the employee and increased production for the employer.

If industry desires to accept such services as can be made available to effect the rehabilitation of injured workers, every effort will be made on the part of Rehabilitation to cooperate to the fullest extent.

Toward that end, Rehabilitation plans to have available facilities for providing competent advice as regards retraining of injured workers, the fitting of appliances to meet specific job requirements, as well as the provision of vocational training programs without cost to employee or employer.

It must be understood that no program of rehabilitation would be initiated without the prior planning and the full cooperation of both employer

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## DUGAS Compound for Oil and Electrical Fires

*\* Approved by Factory Mutual's for Industrial Magnesium Fires.*

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and employee. Working together in such a plan of action, it would appear that much could be accomplished which would insure as speedy a return as possible to effective war production of many skilled workers injured in the course of their employment.

This skilled man-power salvaged; new man-power made available from the handicapped group and rated according to its physical and mental capacity;—this is Rehabilitation's conception of a job it believes can be done to aid industry in the present emergency.

### BUSINESS PATTERN

*(Continued from page 32)*

of coal, building materials, metals and L. C. L. merchandise carried on the New Haven Road were up sharply, but carloads of automobiles were only 43% of the February total and but 11% of the March, 1941, figure.

Although the aggregate square feet of building contracts awarded in Connecticut during March actually exceeded the February figure, the index of construction work in progress declined further to an estimated 28.8% above normal. Construction work in progress during the first three months of 1942 was 52% above that for the same 1941 period but 18% under the

volume for the last quarter of 1941. On the basis of thousands of square feet of building contracts awarded for both residential and non-residential projects, totals for the first quarter of 1942 show a 13% decline from the corresponding 1941 period.

Retail food prices advanced in March over February for both Bridgeport and New Haven. The Bridgeport increase amounted to 1.6%, while that for New Haven was 1.9%. Over the last twelve months retail food costs have risen 22.5% for both Bridgeport and New Haven. The increase nationally over the same period amounted to 20.5%.

In the week ended April 11, the Bureau of Labor Statistics Index of Wholesale Commodity Prices covering nearly 900 price series, rose moderately to 98.1% of the 1926 level, 1% over the corresponding March period and 18% higher than a year ago at this time. Largest increases over the last twelve months are shown for farm products (43%), raw materials (30%) and textile products (21%).

Retail trade figures for 1941 reveal that sales in Connecticut were placed at \$988,000,000, an increase of 23% over 1940. Latest available Department of Commerce data covering Connecticut retail trade for February indicates a decrease of 7% compared with February, 1941 sales, a decline of 16% compared with January, 1942 and a gain of 6% for the first two months of 1942 compared with the same 1941 months.

## LET'S LOOK FORWARD

(Continued from page 10)

be more effectively carried out, it is suggested that all employers place their anticipated requisitions for the number of persons whom they will require to replace individuals who may be inducted into the military service, and others who will be needed for expansion, with the U. S. Employment Service, in order that they in turn may carry on the necessary coordination with the various training facilities so that when it is necessary, available individuals not qualified for military service can be secured to replace those who must serve in the armed forces.

Every employer should give this problem immediate consideration. They must start to make replacements now, by creating a pool of possible women workers and training them to take the places of men who are called to military service. If this consideration is not given to the future, serious curtailment of production may result later on. This would be deplorable, not only to the individual organization, but also because our war production effort would be adversely affected.

Col. Joseph F. Battley, Chief Liaison of the Planning Division under Secretary of War, said, "Study the individual cases of occupational deferments to determine the ultimate disposition of each individual. If he is physically fit and has no other grounds for deferment, plan to replace him. If he is highly skilled and irreplaceable, *in fact*, he may continue to be deferred for six months periods, but his case must be presented clearly to the local boards, so that they may know why it is necessary to continue his deferment. Erroneous classifications should be appealed through the established machinery of the Selective Service System. That is a clear duty that you must not shirk."

Selective Service local boards, acting under instructions are scrutinizing every deferment for physical disability, dependency, or occupational necessity. Local boards are now allocating man power to the armed forces, to civilian activities essential to the support of the war effort. In this allocation, we must include those students and apprentices who are preparing for skills or professions vital to the war effort in which there is a known shortage.

Many industrial organizations have already made comprehensive studies of

the various operations and jobs peculiar to their own production problems. From these studies they have determined the jobs which can be performed by women, by men under 20 and over 45 years of age.

When these facts have been ascertained, it then becomes necessary to either adopt an in-plant training program or accept those trainees now being schooled throughout our entire educational system. The individual plant problems involved in the employment of female help must be solved, as they are encountered. The important fact is that plans for this transition must be made now.

Those employers who can use persons not qualified for or subject to military service who do not look forward and plan to utilize these persons will eventually face a situation which will surely affect their production effort.

Selective Service is fully aware of the problem that is growing increasingly more difficult; we have and will continue to cooperate to whatever extent the needs of the military effort permit, due consideration being given to the maintenance of a balance between the production of war material and the needs of the military forces for man power to use the products of industry.

Eventually man power for the military forces will have first priority; with this prospective ever in mind, each and every unit or group in the nation can, by acceptance of facts, so conduct their planning that they will not lose productive efficiency because of the loss of that help which is necessary to build our armed forces to an effective offensive organization.

## LEGISCOPE

(Continued from page 31)

**1942 Tax Law.** What form or shape the final product will take is impossible to say at this writing. In any event the perennial tax circus is now on circuit with the presentation in the early part of March by Secretary Morgenthau and Randolph Paul of the Treasury's proposed amendments to and additions in the existing Revenue Law.

A quick analysis of these proposed

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*The Harvey & Lewis Co.*

GUILD CRAFT OPTICIANS  
HARTFORD, CONN.

NEW HAVEN, CONN.  
BRIDGEPORT, CONN.  
NEW BRITAIN, CONN.

changes would indicate that the public either as a private individual or as a corporation will have to pay at sharply increased rates when March 15, 1943 rolls around. In addition to this the indications are that certain tax exempt income and special privilege groups will no longer be allowed to rest in the security which they have enjoyed in the past.

So far the hearings have resounded with definite opposition to most of the Treasury's proposals, and because of this, together with a mounting public demand, the chances are better than even that a general retail sales tax will be utilized to provide the majority of the \$7,600,000,000 request which has been made by the President. The writer personally believes that this would be the most practical solution to a most difficult problem, and when one considers that a sales tax should yield at least \$5,000,000,000 yearly the necessity for such sharply increased direct taxation as proposed would seem to vanish.

# IT'S MADE IN CONNECTICUT

**Ed. NOTE.** This department, giving a partial list of products manufactured in Connecticut by company, seeks to facilitate contacts between prospective purchasers in domestic or foreign markets and producers. It includes only those listings ordered by Connecticut producers. Interested buyers may secure further information by writing this department.

(Advertisement)

Accounting Forms		Bathroom Accessories		Brick—Building																																																																																																			
The Baker Goodyear Co	New Haven	The Autoyre Company	Oakville	The Donnelly Brick Co	New Britain																																																																																																		
Accounting Machines		The Charles Parker Co	Meriden	Bricks—Fire																																																																																																			
Underwood Elliott Fisher Co	Hartford	Bearings		Howard Company	New Haven																																																																																																		
Acetylene	Meriden	New Departure Div of General Motors (ball)	Bristol	Broaching																																																																																																			
National Cylinder Gas Company	Meriden	The Fafnir Bearing Co (ball)	New Britain	The Hartford Special Machinery Co	Hartford																																																																																																		
Adding Machines	Hartford	Norma-Hoffmann Bearings Corp (ball and roller)	Stamford	Brooms—Brushes																																																																																																			
Underwood Elliott Fisher Co	Hartford	Bells		The Fuller Brush Co	Hartford																																																																																																		
Advertising Printing	Hartford	Bevin Brothers Mfg Co	East Hampton	Buckles																																																																																																			
The Case Lockwood & Brainard Co	Hartford	The Gong Bell Mfg Co	East Hampton	The Hatheway Mfg Co (Dee Rings)																																																																																																			
Advertising Specialties	Ansonia	Sargent and Co	New Haven	The Hawie Mfg Co	Bridgeport																																																																																																		
The H C Cook Co 32 Beaver St	Ansonia	The N H Hill Brass Co	East Hampton	The G E Prentice Mfg Co	New Britain																																																																																																		
Scovill Manufacturing Co (Made to Order)	Waterbury	Hartford Belting Co	Hartford	John M Russell Mfg Co Inc	Naugatuck																																																																																																		
The Waterbury Button Co	Waterbury	The Russell Mfg Co	Middletown	B Schwanda & Sons	Staffordville																																																																																																		
Aero Webbing Products	Middletown	The Thames Belting Co	Norwich	The Patent Button Co	Waterbury																																																																																																		
Russell Mfg Co		Benches		The Waterbury Button Co	Waterbury																																																																																																		
Air Compressors		The Charles Parker Co (piano)	Meriden	Buffing & Polishing Compositions																																																																																																			
The Spencer Turbine Co	Hartford	Bicycle Coaster Brakes		Apothecaries Hall Co	Waterbury																																																																																																		
Aircraft Accessories	Bantam	New Departure Div General Motors Corp	Bristol	Lea Mfg Co	Waterbury																																																																																																		
Warren McArthur Corp (Airplane Seating)	Bantam	Bicycle Sundries		Buffing Wheels																																																																																																			
Aircraft—Repair & Overhaul		New Departure Div General Motors Corp	Bristol	The Williamsburg Buff Mfg Co	Danielson																																																																																																		
United Airports Div United Aircraft Corp	Hartford	Binders Board		Buttons																																																																																																			
Rentschler Field	Hartford	Colonial Board Company	Manchester	B Schwanda & Sons	Staffordville																																																																																																		
Airplanes		Biological Products		The Patent Button Co	Waterbury																																																																																																		
Vought-Sikorsky Aircraft, Div United Aircraft Corp	Stratford	Ernst Bischoff Company Inc	Ivoryton	Colt's Patent Fire Arms Mfg Co	Hartford																																																																																																		
Aluminum Castings		Blades		Scovill Manufacturing Co (uniform and tack fastened)	Waterbury																																																																																																		
Scovill Manufacturing Co 688 Third Avenue	West Haven	Capewell Manufacturing Company, Metal Saw Division, (hack saw and band saw)	Hartford	The Waterbury Button Co	Waterbury																																																																																																		
Aluminum Forgings		Blocks		Cabinets																																																																																																			
Scovill Manufacturing Co (small)	Waterbury	Howard Company (cupola fire clay)	New Haven	The Charles Parker Co (medicine)	Meriden																																																																																																		
Aluminum Goods		Blower Fans		Cable																																																																																																			
Scovill Manufacturing Co (To Order)		The Spencer Turbine Co	Hartford	The Wiremold Co (electric, non-metallic Sheathed)	Hartford																																																																																																		
The Waterbury Button Co	Waterbury	Colonial Blower Company	Hartford	Cams																																																																																																			
Aluminum—Sheets & Colls		Blower Systems		The Hartford Special Machinery Co	Hartford																																																																																																		
United Smelting & Aluminum Co Inc	New Haven	Colonial Blower Company	Hartford	Carpets and Rugs																																																																																																			
Ammunition		Boilers		Bigelow-Sanford Carpet Co	Thompsonville																																																																																																		
Remington Arms Co Inc	Bridgeport	The Bigelow Co	New Haven	Carpet Lining																																																																																																			
Artificial Leather		Petroleum Heat & Power Co (domestic only)	Stamford	Palmer Brothers Co	New London																																																																																																		
The Permatex Fabrics Corp	Jewett City	Bolts and Nuts		Castings																																																																																																			
Zapon Div, Atlas Powder Co	Stamford	Clark Brothers Bolt Co	Milldale	The Charles Parker Co (gray iron)	Meriden																																																																																																		
Asbestos		The O K Tool Co Inc (T-Slot)		The Bradley & Hubbard Mfg Co (gray iron, brass, bronze, aluminum)	Meriden																																																																																																		
Rockbestos Products Corp (insulated wire, cable and cords)	New Haven	33 Hull St Shelton		The Gillette-Vibber Co (gray iron, brass, bronze, aluminum, also Bronze Bushing Stock)	New London																																																																																																		
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, clutch facings, sheet packing and wick)	Bridgeport	The Blake & Johnson Co (nuts, machine screw-bolts, stove)	Waterville	The Sessions Foundry Co (gray iron)	Bristol																																																																																																		
Assemblies, Small		Box Board		John M Russell Mfg Co Inc (brass, bronze and aluminum)	Naugatuck																																																																																																		
The Greist Manufacturing Co	New Haven	The Lydall & Foulds Paper Co	Manchester	Malleable Iron Fittings Co (malleable iron and steel)	Branford																																																																																																		
The Wallace Barnes Co Div, Associated Spring Corp	Bristol	National Folding Box Co	New Haven	McLagon Foundry Co (gray iron)	New Haven																																																																																																		
Auto Cable Housing		New Haven Pulp & Board Co	New Haven	Newton-New Haven Co (zinc and aluminum)	688 Third Ave West Haven																																																																																																		
The Wiremold Company	Hartford	Robertson Paper Box Co	Montville	Philbrick-Booth & Spencer Inc (Grey Iron)	Hartford																																																																																																		
Automatic Control Instruments		Boxes—Paper—Folding		Scovill Manufacturing Co (brass and bronze)																																																																																																			
The Bristol Co (temperature, pressure, flow, humidity, time)	Waterbury	Atlantic Carton Corp	Norwich	Vanadium Metals Co (brass, bronze and aluminum)	Waterbury																																																																																																		
Automobile Accessories		S Curtis & Son Inc	Sandy Hook	Union Mfg Co (gray iron)	Groton																																																																																																		
The Rostand Mfg Co (windshields, seats, and body hardware)	Milford	M S Dowd Carton Co	Hartford	Wilcox Crittenden & Co Inc (gray iron and brass)	New Britain																																																																																																		
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, rivets brass, clutch facings, packing)	Bridgeport	National Folding Box Co (paper folding)	New Haven	Castings—Permanent Mould																																																																																																			
Automotive Friction Fabrics		The New Haven Pulp & Board Co	New Haven	The Bradley & Hubbard Mfg Co (zinc and aluminum)	Meriden																																																																																																		
The Russell Mfg Co	Middletown	Robertson Paper Box Co	Montville	Centrifugal Blower Wheels																																																																																																			
Automotive & Service Station Equipment		Brake Linings		The Torrington Manufacturing Co	Torrington																																																																																																		
Scovill Manufacturing Co (Canned Oil Dispensers)	Waterbury	Colt's Patent Fire Arms Mfg Co	Hartford	The Raybestos Div of Raybestos-Manhattan Inc (brake service machinery)	Bridgeport	The Raybestos Div of Raybestos-Manhattan Inc (automotive and industrial)	Bridgeport	Bakelite Moldings		The Russell Mfg Co	Middletown	Chain		The Waterbury Button Co	Waterbury	Brass and Bronze		Chain—Welded and Weldless		Balls		The American Brass Co (sheet, wire rods, tubes)	Waterbury	Chains & Chain		The Abbott Ball Co (steel bearing and burnishing)	Hartford	The Bristol Brass Corp (sheet, wire, rods)	Bristol	Chains—Bead		The Hartford Steel Ball Co (steel bearing and burnishing, brass, bronze, monel, stainless, aluminum)	Hartford	The Miller Co (Phosphor bronze in sheets, strips and rolls)	Meriden	The Bead Chain Mfg. Co.	Bridgeport	Barrels		The Thinsheet Metals Co (sheets and rolls)	Waterbury	Chemicals		The Abbott Ball Co (burnishing and tumbling)	Hartford	Brass Goods		Apothecaries Hall Co	Waterbury	The Hartford Steel Ball Co (tumbling)	Hartford	Sargent and Company	New Haven	MacDermid Incorporated	Waterbury			Scovill Manufacturing Co (To Order)	Waterbury	American Cyanamid & Chemical Corp	Waterbury			Brass Mill Products		Chromium Plating				Bridgeport Brass Co	Bridgeport	Chromium Corp of America	Waterbury			Scovill Manufacturing Co	Waterbury	The Chromium Process Company	Derby			Brass Stencils—Interchangeable		Chucks & Face Plate Jaws				The Fletcher Terry Co	Box 415, Forestville	Clamps—Wood Workers						Clay						Howard Company (Fire Howard "B" and High Temperature Dry)	New Haven
The Raybestos Div of Raybestos-Manhattan Inc (brake service machinery)	Bridgeport	The Raybestos Div of Raybestos-Manhattan Inc (automotive and industrial)	Bridgeport																																																																																																				
Bakelite Moldings		The Russell Mfg Co	Middletown	Chain																																																																																																			
The Waterbury Button Co	Waterbury	Brass and Bronze		Chain—Welded and Weldless																																																																																																			
Balls		The American Brass Co (sheet, wire rods, tubes)	Waterbury	Chains & Chain																																																																																																			
The Abbott Ball Co (steel bearing and burnishing)	Hartford	The Bristol Brass Corp (sheet, wire, rods)	Bristol	Chains—Bead																																																																																																			
The Hartford Steel Ball Co (steel bearing and burnishing, brass, bronze, monel, stainless, aluminum)	Hartford	The Miller Co (Phosphor bronze in sheets, strips and rolls)	Meriden	The Bead Chain Mfg. Co.	Bridgeport																																																																																																		
Barrels		The Thinsheet Metals Co (sheets and rolls)	Waterbury	Chemicals																																																																																																			
The Abbott Ball Co (burnishing and tumbling)	Hartford	Brass Goods		Apothecaries Hall Co	Waterbury																																																																																																		
The Hartford Steel Ball Co (tumbling)	Hartford	Sargent and Company	New Haven	MacDermid Incorporated	Waterbury																																																																																																		
		Scovill Manufacturing Co (To Order)	Waterbury	American Cyanamid & Chemical Corp	Waterbury																																																																																																		
		Brass Mill Products		Chromium Plating																																																																																																			
		Bridgeport Brass Co	Bridgeport	Chromium Corp of America	Waterbury																																																																																																		
		Scovill Manufacturing Co	Waterbury	The Chromium Process Company	Derby																																																																																																		
		Brass Stencils—Interchangeable		Chucks & Face Plate Jaws																																																																																																			
		The Fletcher Terry Co	Box 415, Forestville	Clamps—Wood Workers																																																																																																			
				Clay																																																																																																			
				Howard Company (Fire Howard "B" and High Temperature Dry)	New Haven																																																																																																		

IT'S MADE IN CONNECTICUT  
—CONTINUED—

Cleansing Compounds		Electrical Conduit Fittings & Grounding	Foundry Riddles
MacDermid Incorporated	Waterbury	The Gillette-Vibber Company	The John P Smith Co 423-33 Chapel St
Clutch Facings	Middletown	Electric Cords	New Haven
The Russell Mfg Co	Middletown	Rockbestos Products Corp (asbestos insulated)	Rolock Inc (brass, galvanized, steel) Southport
Clutch—Friction		Electric Eye Control	Furniture Pads
The Carlyle Johnson Mach Co (Johnson Expanding Ring; Multiple Disc Maxitor)	Manchester	United Cinephone Corporation	The Gilman Brothers Company
The Raybestos Div of Raybestos-Manhattan Inc (clutch facings—molded, woven, fabric, metallic)	Bridgeport	Torrington Electric—Commutators & Segments	Gilman Fuses
Comfortables		The Cameron Elec Mfg Co (rewinding motors)	Colt's Patent Fire Arms Mfg Co
Palmer Brothers Co	New London	Electric Fixture Wire	Hartford Galvanizing & Electric Plating
Cones		Rockbestos Products Corp (asbestos insulated)	The Gillette-Vibber Co. New London Galvanizing
Sonoco Products Co (Climax-Lowell Div) (Paper)	Mystic	Electric Heating Element & Units	Malleable Iron Fittings Co Branford
Consulting Engineers		Rockbestos Products Corp (asbestos insulated)	Wilcox Crittenden & Co Inc Middletown Gaskets
The Stanley P Rockwell Co Inc (Consulting)	Hartford	Electric Panel Boards	The Raybestos Div of Raybestos-Manhattan Inc Bridgeport Gauges
296 Homestead Ave		The Plainville Electrical Products Co	The Bristol Co (pressure and vacuum—recording automatic control) Waterbury
Contract Manufacturers		Plainville Electric Wire	Gears—Reverse & Reduction for Motor Boats
The Greist Mfg Co (metal parts and assemblies)	New Haven	The Whitney Blake Co (Graybar Elec Co Exclusive Distributors)	The Snow and Petrelli Mfg Co New Haven Gears & Gear Cutting
503 Blake St	Copper	Hamden	The Hartford Special Machinery Co
The American Brass Co (sheet, wire, rods, tubes)	Waterbury	Electrical Control Apparatus	Hartford General Plating
The Bristol Brass Corp (sheet)	Bristol	The Trumbull Electric Mfg Co	The Chromium Process Co (copper, nickel, chrome and cadmium plating) Derby
Scovill Manufacturing Co (pipe and service tubing)	Waterbury	Electrical Control Equipment	Glass Coffee Makers
The Thinsheet Metals Co (sheets and rolls)	Waterbury	Colt's Patent Fire Arms Mfg Co	The Silex Co 80 Pliny St Hartford Glass Cutters
Copper Sheets		Hartford	The Fletcher Terry Co Box 415, Forestville Golf Equipment
The New Haven Copper Co	Seymour	The Bristol Co	The Horton Mfg Co (clubs, shafts, balls, bags) Bristol
Copper Shingles		Electrical Goods	Graphite Crucibles & Products
The New Haven Copper Co	Seymour	A C Gilbert Co	American Crucible Co
Copper Water Tube		Electrical Switches	Greeting Cards
Bridgeport Brass Co	Bridgeport	Colt's Patent Fire Arms Mfg Co	A D Steinbach & Sons Inc
Cork Cots		Electrical Recorders	New Haven Grinding
Sonoco Products Co (Climax-Lowell Div)	Mystic	The Bristol Co	The Centerless Grinding Co Inc (Precision custom grinding; centerless, cylindrical, surface, internal and special)
Corrugated Box Manufacturers	Danbury	Electrical Goods	19 Staples Street Bridgeport
The Danbury Square Box Co	Danbury	Elevators	The Hartford Special Machinery Co (gears, threads, cams and spines) Hartford
Corrugated Shipping Cases		New Haven	Hardware
D L & D Container Corp	87 Shelton Ave	General Elevator Service Co Inc (freight, passenger and residence)	Sargent and Co New Haven
Connecticut Corrugated Box Div	Robert Gair Co Inc	Embalming Chemicals	Wilcox Crittenden & Co Inc (marine heavy and industrial) Middletown
Cosmetics	Portland	The Embalmers' Supply Co	Hardware—Trailer Cabinet
Northam Warren Corporation	Stamford	Engines	The Excelsior Hardware Co Stamford
The J B Williams Co	Glastonbury	Wolverine Motor Works Inc (diesel stationary marine)	J H Sessions & Son Bristol
Cotton Batting & Jute Batting		Pratt & Whitney Aircraft Div	Hat Machinery
Palmer Brothers	New London	United Aircraft Corp (aircraft)	Doran Brothers Inc
Cotton and Jute Batting		Envelopes	Headers
The Gilman Brothers Company	Gilman	Plimpton Mfg Co Div U S Envelope Co (Manufactures)	The E J Manville Machine Co
Cotton Yarn		Curtis 1000 Inc	Waterbury
The Floyd Cranska Co	Moosup	Extractors—Tap	The A F Holden Co
Counting Devices		The Walton Co 94 Allyn St Hartford	200 Winchester St New Haven
Veeder-Root Inc	Hartford	Eyelets	The Bennett Metal Treating Co
Cutlery		The Platt Bros & Co P O Box 1030	1045 New Britain Ave Elmwood
Remington Arms Co Inc	Bridgeport	Scovill Manufacturing Co	The Stanley P Rockwell Co Inc
Cut Stone		Waterbury	296 Homestead Ave Hartford
The Dextone Co	New Haven	Fasteners—Slide & Snap	Heat-Treating Equipment
Cutters		The G E Prentice Mfg Co	The Autotype Company
The Standard Machinery Co (rotary board, single and duplex)	Mystic	New Britain	The A F Holden Co
The O K Tool Co Inc (inserted tooth milling)	Shelton	Sargent and Co	200 Winchester St New Haven
33 Hull St		New Haven	The Stanley P Rockwell Co Inc (commercial)
Dictating Machines		Scovill Manufacturing Co (snap)	296 Homestead Ave Hartford
Dictaphone Corporation	Bridgeport	Waterbury	The Wallace Barnes Co Div Associated Spring Corp
The Soundscriber Corporation	New Haven	FELT—All Purposes	Bristol
Die Castings		American Felt Co (Mills & Cutting Plant)	Heating Apparatus
Newton-New Haven Co Inc	688 Third Ave	Ferrules	Crane Company
Dies	West Haven	The Waterbury Button Co	Highway Guard Rail Hardware
The Hoggson & Pettis Mfg Co	141 Brewery St	Fibre Board	Malleable Iron Fittings Co
Die-Heads—Self-Opening	New Haven	Finger Nail Clippers	Branford
The Eastern Machine Screw Corp	Truman & Barclay Sts	The C H Norton Co	Hinges
The Geometric Tool Co	New Haven	North Westchester	Sargent and Company New Haven
Dish Washing Machines		Finger Nail Clippers	Homer D Brown Company
Colt's Patent Fire Arms Mfg Co	Hartford	The H C Cook Co	Beacon Falls
Draperies		32 Beaver St Ansonia	Hoists and Trolleys
Palmer Brothers Co	New London	Firearms	Union Mfg Company New Britain
Drop Forgings		Colt's Patent Fire Arms Mfg Co	Hollow Screws
Wilcox Crittenden & Co Inc	Middletown	Hartford	The Allen Manufacturing Co.
The Blakeslee Forging Co	Plantsville	Remington Arms Co Inc	Hose Supporter Trimmings
Atwater Mfg Co	Plantsville	Bridgeport	The Hawie Mfg Co (So-Lo Grip Tabs)
Capewell Mfg Company	Hartford	Fire Hose	Hot Water Heaters
Dowel Pins		Fabrics Fire Hose Co (municipal and industrial)	Petroleum Heat & Power Co (Instantaneous domestic oil burner)
The Allen Manufacturing Co.	Hartford	Fireplace Goods	Stamford
Edged Tools		The John P Smith Co (screens) 423-33 Chapel St	Industrial Finishes
The Collins Co (axes and other edged tools)	Collinsville	New Haven	Zapon Div Atlas Powder Co
Elastic Webbing		The Rostand Mfg Co	Stamford
The Russell Mfg Co	Middletown	Milford	Insecticides
Electric Appliances		Fireproof Floor Joists	American Cyanamid & Chemical Corp
The Silex Co	80 Pliny St Hartford	New Haven	Waterbury
Electric Cables		Fishing Equipment	Insulated Wire Cords & Cable
Rockbestos Products Corp (asbestos insulated)	New Haven	The Horton Mfg Co (reels, rods, lines)	The Kerite Insulated Wire & Cable Co Inc

# IT'S MADE IN CONNECTICUT

—CONTINUED—

Key Blanks	Millboard	Pyrometers
Sargent and Company	The Raybestos Div of Raybestos-Manhattan Inc (asbestos)	The Bristol Co (recording and controlling)
The Graham Mfg Co	Bridgeport	Waterbury
<b>Knit Goods</b>		
American Hosiery Company	Middleton	
<b>Labels</b>		
J & J Cash Inc (Woven)	Watertown	
<b>Laquers &amp; Synthetic Enamels</b>		
Zapon Div Atlas Powder Co	Watertown	
<b>Ladders</b>		
A W Flint Co	Watertown	
196 Chapel St New Haven		
Lamps	Watertown	
The Rostand Mfg Company (brass, colonial style & brass candlesticks)	Watertown	
<b>Leather</b>		
Herman Roser & Sons Inc (Genuine Pigskin)	Watertown	
<b>Leather Goods Trimmings</b>		
The G E Prentice Mfg Co	Watertown	
<b>Letterheads</b>		
Lehman Brothers Inc (designers, engravers, lithographers)	Watertown	
<b>Lighting Equipment</b>		
The Miller Co (Miller, Duplexalite, Ivanhoe)	Watertown	
Meriden		
The Waterbury Button Co	Watertown	
<b>Locks</b>		
Sargent and Company	Watertown	
<b>Locks—Cabinet</b>		
The Excelsior Hardware Co	Watertown	
<b>Locks—Suit-case and Trimmings</b>		
The Excelsior Hardware Co	Watertown	
<b>Locks—Trunk</b>		
The Excelsior Hardware Co	Watertown	
<b>Locks—Zipper</b>		
The Excelsior Hardware Co	Watertown	
<b>Loom—Non-Metallic</b>		
The Wiremold Company	Watertown	
<b>Machine Work</b>		
The Hartford Special Machinery Co (contract work only)	Watertown	
The Torrington Manufacturing Co (special rolling mill machinery)	Watertown	
<b>Machinery</b>		
The Hallden Machine Company (mill)	Watertown	
The Torrington Manufacturing Co (mill)	Watertown	
The Standard Machinery Co (bookbinders)	Watertown	
<b>Machinery Dealers &amp; Rebuilders</b>		
Botwinik Brothers	Watertown	
Machinery Dealers Inc	Watertown	
<b>Machines</b>		
Andrew C Campbell Div American Chain & Cable Co Inc (cutting & nibbling)	Watertown	
The Patent Button Company	Watertown	
<b>Machines—Automatic</b>		
The A H Nilson Mach Co (Special)	Watertown	
<b>Machines—Forming</b>		
The A H Nilson Mach Co (four-slide wire and ribbon stock)	Watertown	
<b>Malleable Iron Castings</b>		
Malleable Iron Fittings Co	Watertown	
<b>Marine Equipment</b>		
The Rostand Mfg Co (portlights, deck, cabin and sailboat hardware)	Watertown	
Wilcox Crittenden & Co Inc	Watertown	
<b>Marking Devices</b>		
The Hoggson & Pettis Mfg Co	Watertown	
<b>Metrics</b>		
W T Barnum & Co Inc	Watertown	
<b>Mattresses</b>		
Palmer Brothers Co	Watertown	
Waterbury Mattress Co	Watertown	
<b>Metal Cleaners</b>		
Apothecaries Hall Co	Watertown	
<b>Metal Cleaning Machines</b>		
Colt's Patent Fire Arms Mfg Co	Watertown	
<b>Metal Goods</b>		
Bridgeport Brass Co (to order)	Watertown	
<b>Metal Novelties</b>		
The H C Cook Co	Watertown	
The Waterbury Button Co	Watertown	
<b>Metal Products—Stampings</b>		
J H Sessions & Son	Watertown	
Scovill Manufacturing Co (Made to Order)	Watertown	
<b>Metal Specialties</b>		
The Excelsior Hardware Co	Watertown	
The G E Prentice Mfg Co	Watertown	
<b>Metal Stampings</b>		
The Autoyre Co (small)	Watertown	
The Patent Button Co	Watertown	
<b>Mill Bottle Carriers</b>		
The Excelsior Hardware Co	Watertown	
J H Sessions & Son	Watertown	
The H C Cook Co	Watertown	
The Greist Mfg Co	Watertown	
The Waterbury Button Co	Watertown	
Bridgeport Chair & Mfg Co	Watertown	
<b>Millboard</b>		
The Raybestos Div of Raybestos-Manhattan Inc (asbestos)	Watertown	
<b>Mill Supplies</b>		
Wilcox Crittenden & Co Inc	Watertown	
<b>Moulded Plastic Products</b>		
The Patent Button Co	Watertown	
Colt's Patent Fire Arms Mfg Co	Watertown	
The Watertown Mfg Co	Watertown	
117 Echo Lake Road		
<b>Moulds</b>		
The Hoggson & Pettis Mfg Co (steel)	Watertown	
Brewery St	Watertown	
The Sessions Foundry Co (heat resisting for non ferrous metals)	Watertown	
<b>Nickel Anodes</b>		
Apothecaries Hall Co	Watertown	
The Seymour Mfg Co	Watertown	
<b>Nickel Silver</b>		
The Seymour Mfg Co	Watertown	
<b>Nuts Bolts and Washers</b>		
Clark Brothers Bolt Co	Watertown	
<b>Office Equipment</b>		
Underwood Elliott Fisher Co	Watertown	
<b>Oil Burners</b>		
Malleable Iron Fittings Co	Watertown	
The Silent Glow Oil Burner Corp	Watertown	
1477 Park St		
Petroleum Heat & Power Co (domestic commercial and industrial)	Watertown	
<b>Oil Burner Wick</b>		
The Raybestos Div of Raybestos-Manhattan Inc	Watertown	
33 Hull St		
Oxygen	Watertown	
National Cylinder Gas Company	Watertown	
<b>Packing</b>		
The Raybestos Div of Raybestos-Manhattan Inc (rubber sheet and automotive)	Watertown	
Shelton		
<b>Paints and Enamels</b>		
The Tredennick Paint Mfg Co	Watertown	
<b>Paperboard</b>		
Connecticut Corrugated Box Div	Watertown	
Robert Gair Co Inc		
The New Haven Pulp & Board Co	Watertown	
Portland		
Paper Boxes	Watertown	
National Folding Box Co (folding)	Watertown	
The New Haven Pulp & Board Co	Watertown	
Robertson Paper Box Co (folding)	Watertown	
The Strouse, Adler Co	Watertown	
Montville		
Paper Clips	Watertown	
The H C Cook Co (steel)	Watertown	
32 Beaver St Ansonia		
Paper Tubes and Cores	Watertown	
Sonoco Products Co (Climax-Lowell Div)	Watertown	
Mystic		
<b>Parallel Tubes</b>		
Sonoco Products Co (Climax-Lowell Div)	Watertown	
Mystic		
<b>Pharmaceutical Specialties</b>		
Ernst Bischoff Company Inc	Watertown	
Ivoryton		
Phosphor Bronze	Watertown	
The Seymour Mfg Co	Watertown	
Seymour		
The Bristol Brass Corp (sheet)	Watertown	
Bristol		
Pipe	Watertown	
The American Brass Co (brass and copper)	Watertown	
Howard Co (cement well and chimney)	Watertown	
Crane Company (fabricated)	Watertown	
Bridgeport Brass Co (brass & copper)	Watertown	
Scovill Manufacturing Co (copper, red brass and yellow brass)	Watertown	
Pipe Fittings	Watertown	
Malleable Iron Fittings Co	Watertown	
Branford		
Plasters	Watertown	
The Patent Button Co	Watertown	
Waterbury		
The Plainville Electro Plating Co	Watertown	
Plainville		
Plasters—Chrome	Watertown	
The Plainville Electro Plating Co	Watertown	
Plainville		
Plasters' Equipment	Watertown	
MacDermid Incorporated	Watertown	
Waterbury		
Plumbers' Brass Goods	Watertown	
Bridgeport Brass Co	Watertown	
Scovill Manufacturing Co	Watertown	
Waterbury		
Plumbing Specialties	Watertown	
John M Russell Mfg Co Inc	Watertown	
Pole Line	Watertown	
Malleable Iron Fittings Co	Watertown	
Branford		
Polishing Wheels	Watertown	
The Williamsville Buff Mfg Co	Watertown	
Danielson		
Presses	Watertown	
The Standard Machinery Co (plastic molding, embossing, and die cutting)	Watertown	
Mystic		
Propellers—Aircraft	Watertown	
Hamilton Standard Propellers Div	Watertown	
United Aircraft		
Propeller Fan Blades	Watertown	
The Torrington Manufacturing Co	Watertown	
Punches	Watertown	
The Hoggson & Pettis Mfg Co (ticket & cloth)	Watertown	
New Haven		
Putty Softeners—Electrical	Watertown	
The Fletcher Terry Co	Watertown	
Box 415 Forestville		
Screws		
The Blake & Johnson Co (machine)	Watertown	
Corbin Screw Div, American Hardware Corp		
Sargent and Company	Watertown	
New Britain		
Clark Brothers Bolt Co	Watertown	
Milldale		
The Charles Parker Co (wood)	Watertown	
Meriden		
Scovill Manufacturing Co (cap and machine)	Watertown	
Waterbury		
(Advt.)		

# IT'S MADE IN CONNECTICUT

—CONTINUED—

<b>Screws (Machine)</b>	
The Connecticut Manufacturing Company	Wallingford
Scythes	Winsted
Winsted Manufacturing Co	Winsted
<b>Sewing Machines</b>	
The Greist Mfg Co (Sewing machine attachments)	503 Blake St New Haven
The Merrow Machine Co (Industrial)	Hartford
2814 Laurel St	
<b>Shaving Soaps</b>	
The J B Williams Co	Glastonbury
Shears	
The Acme Shear Co (household)	Bridgeport
<b>Sheet Metal Products</b>	
The American Brass Co (brass and copper)	Waterbury
<b>Sheet Metal Stampings</b>	
The American Buckle Co	West Haven
The Patent Button Co	Waterbury
J H Sessions & Son	Bristol
<b>Showcase Lighting Equipment</b>	
The Wiremold Company	Hartford
Signals	
The H C Cook Co (for card files)	Ansonia
32 Beaver St	
Silks	
Cheney Brothers	South Manchester
<b>Silverware</b>	
International Silver Co (tableware, nickel silver, silver plate and sterling)	Meriden
<b>Silverware—Hotel &amp; Institutional</b>	
International Silver Co	Meriden
<b>Silverware—Plated Hollowware</b>	
International Silver Co	Meriden
<b>Silverware—Sterling &amp; Plated Trophies</b>	
International Silver Co	Meriden
<b>Silverware—Sterling Silver Hollowware</b>	
International Silver Co	Meriden
<b>Silverware—Tableware, Silver</b>	
International Silver Co	Meriden
<b>Silverware—Tableware, Silver Plate</b>	
International Silver Co	Meriden
<b>Silverware—Tableware, Sterling</b>	
International Silver Co	Meriden
<b>Sizing and Finishing Compounds</b>	
American Cyanamid & Chemical Corp	Waterbury
<b>Smoke Stacks</b>	
The Bigelow Company (steel)	New Haven
Soap	
The J B Williams Co (industrial soaps, toilet soaps, shaving soaps)	Glastonbury
<b>Special Parts</b>	
The Greist Mfg Co (small machined, especially precision stampings)	503 Blake St
New Haven	
<b>Sponge Rubber</b>	
The Sponge Rubber Products Co	Derby
Spreads	
Palmer Brothers Company	New London
<b>Spring Coiling Machines</b>	
The Torrington Manufacturing Co	Torrington
Spring Units	
Owen Silent Spring Co Inc (mattresses and upholstery furniture)	Bridgeport
<b>Spring Washers</b>	
The Wallace Barnes Co Div Associated Spring Corp	Bristol
<b>Springs—Coil &amp; Flat</b>	
The Humason Mfg Co	Forestville
The Wallace Barnes Co Div Associated Spring Corp	Bristol
<b>Springs—Flat</b>	
The Wallace Barnes Co Div Associated Spring Corp	Bristol
<b>Springs—Furniture</b>	
Owen Silent Spring Co Inc	Bridgeport
<b>Springs—Wire</b>	
The Wallace Barnes Co Div Associated Spring Corp	Bristol
<b>Springs, Wire &amp; Flat</b>	
The Autotype Company	Oakville
Stair Pads	
Palmer Brothers Company	New London
Stamps	
The Hoggson & Pettis Mfg Co (steel)	New Haven
141 Brewery St	
<b>Stampings—Small</b>	
The Greist Manufacturing Co	New Haven
The Wallace Barnes Co Div Associated Spring Corp	Bristol
<b>Staples</b>	
Sargent and Company	New Haven
<b>Steel Castings</b>	
The Hartford Electric Steel Co (carbon and alloy steel)	540 Flatbush Ave Hartford
Malleable Iron Fittings Co	Branford
Nutmeg Crucible Steel Co	Branford
<b>Steel—Cold Rolled Spring</b>	
The Wallace Barnes Co Div Associated Spring Corp	Bristol
<b>Steel—Cold Rolled Stainless</b>	
Wallingford Steel Company	Wallingford
<b>Steel—Cold Rolled Strip and Sheets</b>	
Wallingford Steel Company	Wallingford
Steel Goods	
Scovill Manufacturing Co (To Order)	
<b>Steel—Magnetic</b>	
Cinaudagraph Corporation	Stamford
<b>Stereotypes</b>	
W T Barnum & Co Inc	New Haven
Stop Clocks, Electric	
The H C Thompson Clock Co	Bristol
<b>Studio Couches</b>	
Waterbury Mattress Co	Waterbury
<b>Surface Metal Raceways &amp; Fittings</b>	
The Wiremold Company	Hartford
Switchboards	
Plainville Electrical Products Co	Plainville
<b>Switchboards Wires and Cables</b>	
Rockbestos Products Corp (asbestos insulated)	
<b>Switches</b>	
Colt's Patent Fire Arms Mfg Co	Hartford
Tableware—Stainless Steel	
International Silver Co	Meriden
<b>Tanks</b>	
The Bigelow Company (steel)	New Haven
Tape	
The Russell Mfg Co	Middletown
<b>Tap Extractors</b>	
The Walton Co	94 Allyn St Hartford
<b>Taps, Collapsing</b>	
The Geometric Tool Co	New Haven
Tarred Lines	
Brownell & Co Inc	Moodus
<b>Telemetering Instruments</b>	
The Bristol Co	Waterbury
<b>Textile Machinery</b>	
The Merrow Machine Co	Hartford
2814 Laurel St	
<b>Textile Mill Supplies</b>	
Ernst Bischoff Company Inc	Ivoryton
Textile Processors	
The Aspinolo Corp (cotton)	Jewett City
<b>Thermometers</b>	
The Bristol Co (recording and automatic control)	Waterbury
<b>Thin Gauge Metals</b>	
The Thinsheet Metals Co (plain or tinned in rolls)	Waterbury
<b>Thread</b>	
Max Pollack & Co Inc	Groton
The American Thread Co	Willimantic
The Gardiner Hall Jr Co (cotton sewing)	South Willington
<b>Threading Machines</b>	
The Grant Mfg & Machine Co	(double and automatic)
Time Recorders	
Stromberg Time Corp	Thomaston
Timers, Interval	
The H C Thompson Clock Co	Bristol
Tinning	
Wilcox Crittenden & Co Inc	Middletown
The Thinsheet Metals Co (non-ferrous metals in rolls)	Waterbury
<b>Tools</b>	
The Hoggson & Pettis Mfg Co (rubber workers)	New Haven
141 Brewery St	
The O K Tool Co Inc (inserted tooth metal cutting)	33 Hull St Shelton
<b>Tools, Dies &amp; Fixtures</b>	
The Greist Mfg Co	New Haven
Toys	
A C Gilbert Company	New Haven
The Gong Bell Co	East Hampton
The N N Hill Brass Co	East Hampton
<b>Trucks—Lift</b>	
The Excelsior Hardware Co	Stamford
Trucks—Skid Platforms	
The Excelsior Hardware Co (lift)	Stamford
Tube Clips	
The H C Cook Co (for collapsible tubes)	Ansonia
32 Beaver St	
<b>Tubing</b>	
The American Brass Co (brass and copper)	Waterbury
Scovill Manufacturing Co (copper alloys)	Waterbury
<b>Tubing—Condenser</b>	
Scovill Manufacturing Co	Waterbury
Typewriters	
Underwood Elliott Fisher Co	Hartford
Typewriter Ribbons	
Underwood Elliott Fisher Co	Hartford
Underclearer Rolls	
Sonoco Products Co (Climax-Lowell Div)	Mystic
<b>Vacuum Bottles and Containers</b>	
American Thermos Bottle Co	Norwich
<b>Vacuum Cleaners</b>	
The Spencer Turbine Co	Hartford
<b>Valves—Automatic Air</b>	
Beaton & Cadwell Mfg Co	New Britain
Valves—Flush	
Beaton & Cadwell Mfg Co	New Britain
Valves—Relief & Control	
Beaton & Cadwell Mfg Co	New Britain
Ventilating Systems	
Colonial Blower Company	Hartford
Vises	
The Charles Parker Co	Meriden
<b>Washers</b>	
The Blake & Johnson Co (brass, copper & non-ferrous)	Waterbury
American Felt Co (felt)	Glenville
Clark Brothers Bolt Co	Middletown
The Sessions Foundry Co (cast iron)	Bristol
I H Sessions & Son	Bristol
The Raybestos Div of Raybestos-Manhattan Inc (clutch washers)	Bridgeport
<b>Watches</b>	
Benrus Watch Co	30 Cherry St Waterbury
Waterproof Dressings for Leather	
The Viscol Company	Stamford
<b>Webbing</b>	
The Russell Mfg Co	Middletown
Welding Rods	
The Bristol Brass Corp (brass & bronze)	Bristol
Wicks	
The Russell Mfg Co	Middlebury
The Raybestos Div of Raybestos-Manhattan Inc (oil burner wicks)	Bridgeport
<b>Wire</b>	
The Bristol Brass Corp (brass & bronze)	Bristol
The Driscoll Wire Co (steel)	Shelton
Hudson Wire Co Winsted Div (insulated & enameled magnet)	Winsted
The Atlantic Wire Co (steel)	Branford
The Platt Bros & Co (zinc wire)	Waterbury
P O Box 1030	
Rockbestos Products Corp (asbestos insulated)	New Haven
Scovill Manufacturing Co (brass, bronze and nickel silver)	Waterbury
<b>Wire Arches and Trellis</b>	
The John P Smith Co	New Haven
423-33 Chapel St	
<b>Wire Baskets</b>	
Rockol Inc (for acid, heat, degreasing)	Southport
<b>Wire Cable</b>	
The Bevin-Wilcox Line Co (braided)	East Hampton
<b>Wire Cloth</b>	
The C O Jelliff Mfg Co (All metals, all meshes)	Southport
The John P Smith Co	New Haven
423-33 Chapel St	
<b>Wire Drawing Dies</b>	
The Waterbury Wire Die Co	Waterbury
<b>Wire Dipping Baskets</b>	
The John P Smith Co	New Haven
423-33 Chapel St	
<b>Wire Formings</b>	
The Autoyre Co	Oakville
<b>Wire Forms</b>	
The Humason Mfg Co	Forestville
The Wallace Barnes Co Div Associated Spring Corp	Bristol
<b>Wire Goods</b>	
The Patent Button Co	Waterbury
The American Buckle Co (overall trimmings)	West Haven
Scovill Manufacturing Co (To Order)	Waterbury
<b>Wire Mesh</b>	
Rockol Inc (all meshes and metals)	Southport
<b>Wiremolding</b>	
The Wiremold Company	Hartford
<b>Wire Nuts—Solderless</b>	
The Wiremold Company	Hartford
<b>Wire Reels</b>	
The A H Nilson Mach Co	Bridgeport
<b>Wire Partitions</b>	
The John P Smith Co	New Haven
423-33 Chapel St	
<b>Wire Rings</b>	
The American Buckle Co (pan handles and tinner's trimmings)	West Haven
<b>Wire Shapes</b>	
Bridgeport Chain & Mfg Co	Bridgeport
Woodwork	
C H Dresser & Son Inc (Mfg all kinds of woodwork)	Hartford
Varns	
The Ensign-Bickford Co (jute carpet)	Simsbury
Zinc	
The Platt Bros & Co (ribbon, strip and wire)	Waterbury
P O Box 1030	
<b>Zinc Castings</b>	
Newton-New Haven Co Inc 688 Third Ave	West Haven
(Advt.)	

## SERVICE SECTION

### FOR SALE—RENT—WANTED

**FOR SALE**—One ton Electric Triplex Hoist, 220 volts, 14 feet lift. S. E. 162.

**FOR SALE** one virtually brand new 24" Coulter shaping planer, complete with motor and various attachments. Address S. E. 164.

**FOR SALE** large factory building, two stories high, brick and steel beam construction, adjoining main building one story high. Rear of main building is a wooden storehouse, office building, with two-car wooden garage. Land joins office building which is being surveyed. Large water tank on brick standard; two steam boilers of 125 H. P. each, one Corliss steam engine and outside electric power lines connected to mill; automatic sprinklers and ample supply of pond water from large reservoir. For more information address S. E. 165.

**FOR SALE AT BARGAIN**. Brick Mill 150 x 42, three stories high, 15,000 square feet. Floor Space, 11 acres of land, 75 acres of water in reservoir with all water rights. Water power at mill is 75 H.P., 49' fall, Bradway 15" wheel, one 72" H.R.T. boiler with 128 H.P. Corliss Steam Engine. Located in Eastern Connecticut. About 40 miles from Hartford. Apply A. R. Pinney, 168 Edgewood Ave., Longmeadow, Mass.

**WANTED**—A water heater for heating raw river water, for use in beater room of paper mill. In submitting your offer please give full details and specifications, and also capacity. Address S. E. 168.

**FOR SALE**—3,700 lbs. 21/32" Dia. Cold Drawn Steel Screw Stock, 12' 11" lengths. Address S. E. 169.

**FOR SALE**—A quantity of steel pulleys, split and solid, of all sizes; also shafting, hangers, hanger boxes, etc. Address S. E. 170.

**FOR SALE**—Three horizontal tubular boilers good for pressure of 150 lbs. In excellent condition, quadruple riveted, 72" in diameter, 96 three and one-quarter inch tubes, 18 feet long, built by Bigelow of New Haven, April 8, 1918. Have not been used for 6 or 8 years. Must be removed for needed space. Address S. E. 171.

### EMPLOYMENT

**PRODUCTION WORK WANTED** . . . Seven years experience with Connecticut manufacturer . . . have applied time study . . . familiar with filling defense contracts . . . penalties, etc. attached to same . . . 31 years of age and single . . . interviews appreciated . . . Address P. W. 625.

**INDUSTRIAL CAFETERIA MANAGER**, thoroughly competent executive, many years' experience as chief of large commissaries, U. S. Navy and industrial; complete knowledge layout, purchase, installation of equipment, food preparation and service; shrewd buyer foodstuffs and supplies, planning economical, wholesome, appetizing menus, food cost control, dietetics; capable supervising several units. Highest credentials. Available now. Address P. W. 626.

**EXECUTIVE**—Market-Minded. Knows advertising, sales management and co-ordination with production. Has been active, both large and small business. As assistant to president, has been trouble shooter in large organization. Has built national distributing forces. Understands people, customer relations. Excellent styling sense. Export in market and product research for long-range planning. Address P. W. 627.

**GRADUATE** of Georgetown University Law School. Extensive law experience. Also corporate, personal and other tax work, general corporate, contract, estate, real estate, banking, etc. Business experience as well as legal. Interested in business and legal work connected with armament or munition. Address P. W. 628.

**ELECTRICAL ENGINEERS GENERAL CONSTRUCTION** and Plant Installation experience. Familiar with mechanical and building trades. Interested in Plant Engineering and Maintenance. Address P. W. 629.

**EDITORIAL**—Experienced newspaper and magazine writer desires permanent connection as member of editorial staff of a house organ or field magazine. He has a well established name as a columnist. Desires to locate in vicinity of Hartford. Address P. W. 630.

**GRADUATE** of Wesleyan University and Columbia University Graduate School of Journalism; four years experience as newspaper reporter and copy editor; hard, accurate, efficient worker; age 27, married, good health; seeks public and employee relations work handling publicity, company and employee publications, et cetera. Address P. W. 631.

**EXPERIENCED FOUNDRY LABORER** aged 34, and a **BRASS CASTER**, aged 48, are now available for work in the Bridgeport area. Address P. W. 632.

**A MAN** 34 years of age with a B.S. Degree and five years experience as an organic chemist seeks a position in a Connecticut industry. For further details address P. W. 633.

**A BENCH MOLDER** aged 39 living in the Bridgeport area seeks a position in a foundry, preferably near his home. Address P. W. 634.

**"NO TRAINING** needed for me to go back into the brass business to replace drafted man. Practical experience all operations important shop accounting." Address P. W. 635.

**PURCHASING AGENT** or Assistant Experienced Metal Trades and Textiles. Address P. W. 637.

**ACCOUNTANT-EXECUTIVE**. Available for responsible position with substantial organization. Twenty years diversified Public Accounting, Business Management and Tax Experience. Efficient Budget and Cost Systematizer. Economical administrator. Aggressive organizer. Concise report writer. Tactful Conferee. Pleasant Personality. Member—New York State Society of CERTIFIED PUBLIC ACCOUNTANTS. Salary: \$6500. Address P. W. 638.

**PRODUCTION MANAGER**, associated at present with large manufacturer of precision made products, employing approximately 500 people. 20 years' experience in plant management, tool and die design and construction, costs, methods, production control, purchasing and industrial relations. Thorough technical background in mechanical engineering, cost accounting, business administration and factory management. Age 45, married, seeks position as factory manager or works manager with a progressive manufacturing concern. Address P. W. 639.

**ACCOUNTANT-AUDITOR**—A former Connecticut bank executive age 47 with over 25 years experience in all branches of accounting and office management would like position with manufacturing concern, insurance company or other individual or corporation where his services would be of value. Address P. W. 640.

**GRADUATE** of New York University, B.C.S. Degree, 23 years experience in general and cost accounting, office management, chief accountant and statistician, general plant and factory accountant, desires work in similar fields, preferably in New England. Address P. W. 641.

**FAR EASTERN SPECIALIST** with years of resident experience, seeks connection with foresighted manufacturer, to prepare for development in that field after the war. Address P. W. 642 Ind.

**ENERGETIC MAN**, 35 seeks connection with Metal Fabricating Firm. Can take complete charge of plant. Has practical background in all phases of Tooling, Engineering, Purchasing, Methods, Estimating, Production, General Supervision and Training. Address P. W. 643.

**CHEMICAL AND MECHANICAL ENGINEER**. Experienced in fuels, combustion, oil burners,—steam, hot water and hot air heating—lubricants, desires technical, sales, service or maintenance position on salaried basis. Address P. W. 644.

**JUNIOR PHYSICIST**—Desires permanent, full-time position in industry in or near Hartford. Prefers evening or night shift with mornings free for completion of degree requirements and continuation of laboratory instruction at Trinity College. Age 22. Married. Already deferred. Address P. W. 650 Ind.

**EXECUTIVE** with 18 years experience in production and high pressure distribution, available to expedite electrical and radio material, or any other responsible position with manufacturer. Age 43. Married. Address P. W. 651.

**EXECUTIVE-SECRETARY**. Woman with 4½ years Bureau of Investigation experience and executive secretarial work of legal and insurance nature for 14 years desires position as executive-secretary. Forced to seek new position due to government regulations. Address P. W. 652.

**YOUNG WOMAN** desires to get into industrial personnel work. Also experienced in typing and shorthand. Age 29. Available immediately. Address P. W. 653.

**GENERALLY CAPABLE** executive desires position in war industry. Has held responsible sales and executive positions including General Sales Manager in two large concerns. Forced to seek new location due to government regulation of manufacturing. Address P. W. 654.

**EXPERIENCED PURCHASING AGENT**, familiar with general manufacturing processes, now employed, would consider change. Address P. W. 655.

# Drinking Water on the Thompson "Rental-Equity" Plan



. . . . gives a better, more sanitary  
and healthful drinking water service  
at a substantial saving in cost . . .

## Features of the **THOMPSON** **RENTAL-EQUITY PLAN**

1. Adequate and properly cooled drinking water supplied to your employees.
2. Service rendered on a 24-hour, seven-day-per-week basis.
3. Monthly drinking water costs "pegged" at a reasonable level.
4. The elimination of costly replacement expense resulting from three-shift operations.
5. Your organization relieved from all service and maintenance problems.
6. Capital freed for production requirements.

## **EXPLOSION PROOF**

The new General Electric model RTH-551 explosion-proof water cooler is listed under UNDERWRITER'S LABORATORIES' Re-examination Service for use in Class I, Group D, hazardous locations in which are used, handled or stored such substances as acetone, alcohols, gasoline, lacquers, solvent vapors, naphtha, natural gas and petroleum.

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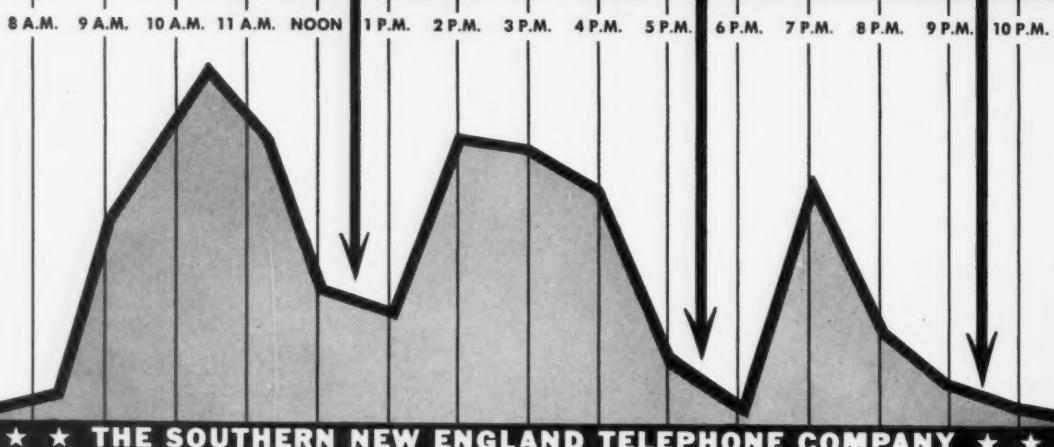
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